labour gazette

Vol. LXVIII, No. 9, September 1968

Official Journal
Canada
Department of Labour

International Year For Human Rights 1968

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Cover Photograph

The Nova Scotia schooner, *Bluenose II*, carried delegates of the Canadian Manufacturers' Association and their wives on daily cruises just prior to the Association's 97th annual general meeting in Halifax. An account of the convention appears on p. 522.

Photo by the Canadian Government Travel Bureau

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Published in English and French

Indexed in the Canadian Periodical Index

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver General of Canada, to The Queen's Printer, c/o Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Attach previous address label.

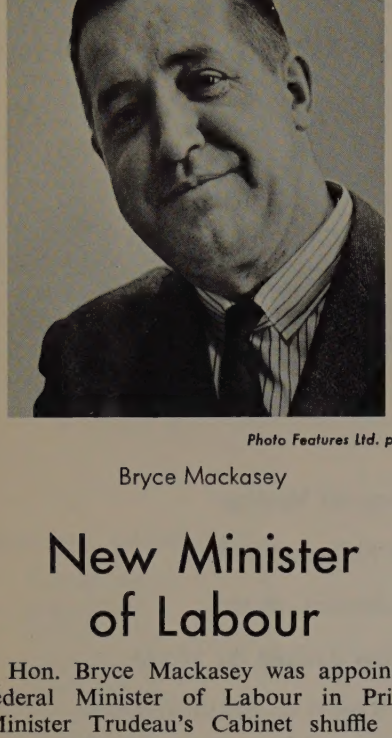


Photo Features Ltd. photo

Bryce Mackasey

New Minister of Labour

Hon. Bryce Mackasey was appointed federal Minister of Labour in Prime Minister Trudeau's Cabinet shuffle on July 5, following the federal election. His portfolio includes ministerial responsibility for the Unemployment Insurance Commission.

Mr. Mackasey was born in Quebec City in 1921. He was educated at St. Patrick's High School in Quebec City, and graduated in Commerce from McGill University and Sir George Williams University in Montreal.

In his early working life, he was employed for 10 years in Canadian National Railways shops. During 12 years in active union life, he held the posts of financial secretary and shop chairman of Local 561, International Brotherhood of Electrical Workers, in Montreal.

Mr. Mackasey was first elected to the House of Commons in the general election of 1962, representing the constituency of Verdun, Quebec. He was re-elected in the following three general elections in 1963, 1965 and 1968. In July 1965, he was appointed Parliamentary Secretary to the Minister of National Health and Welfare, and in January 1966, he was appointed Parliamentary Secretary to the Minister of Labour.

In 1963, he was a delegate to the United Nations, and in 1965, he represented Canada on a visit to the Republic of China. He represented Canada in July 1966 in a delegation to Poland. He is past chairman of the National Liberal Caucus.

On February 9, 1968, Bryce Mackasey was appointed to the federal Cabinet as Minister without Portfolio.

Labour Day Messages

Avenues of Communication

By Hon. Bryce Mackasey

Minister of Labour

THIS is my first Labour Day message since I became Minister of Labour. Although I have held this post for only a very short time, I have been familiar with the porfolio and with federal labour matters for some considerable time; long enough to come to some definite conclusions about my responsibilities and those of my department.

I believe that one of my first responsibilities should be to strengthen the voice of labour, of working Canadians, in the business of government.

By this, I am not suggesting that I should identify myself with organized labour any more than with any other group or institution. A minister's overriding responsibility is to all Canada and all Canadians. From such a position, I believe the Minister of Labour can do the best job of keeping before the Cabinet the needs and interests of labour in general. He, if anyone, must make sure that the impact of government policies on people's jobs, security and opportunities is always foreseen and carefully weighed.

I know very well that, if I am to do this effectively, I must have much more information than I now have—perhaps more than ministers of labour have ever needed in the past. For that reason, I want to open up new avenues of communication with the leaders of labour and management. I want to develop a free interchange of opinions and information through personal contacts and frank discussions, and I am making this a first order of business.

There is no doubt that the labour portfolio is rapidly growing in significance and influence, and I think that both labour and management have a stake in helping to ensure that the portfolio enjoys the stature it needs to do justice to the importance of labour matters today.

The Department has made great progress over the last year or so in the implementation of the Canada Labour (Standards) Code. The Code has had a general influence for good in our area of jurisdiction, and has set goals, particularly in relation to hours of work and minimum wages, far beyond the federal jurisdiction. With the help of the provinces, we are also making progress in realizing the intent of the Canada Labour (Safety) Code, which promises to be an effective and progressive piece of legislation.

I am convinced that a great need in modern industrial relations is for more consultation, more means by which union and management can keep up a continuing dialogue on their joint problems and mutual interests. For many years the Department has promoted the union-management consultation committee as one proven means to this end. More recently, it added a new dimension when it began a series of meetings with leaders of the railway unions and management. Similar meetings will be held in other major industries in our jurisdiction.

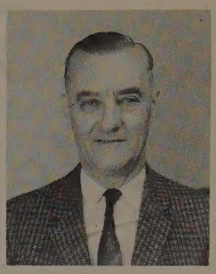
I am also completely committed to certain of the recommendations of the Royal Commission under Mr. Justice Freedman, and to the philosophy that underlies them. I think that this report indicates the direction in which we should be moving to deal fairly and effectively with the effects of technological change—certainly one of today's major labour problems.

I think that it is still too early for me to make a statement on labour legislation. That will have to wait until Parliament convenes. I can say, however, that in my view, the day for stop-gap, narrow-advantage legislation is past; labour measures in the future must be planned and timed in balance with our whole legislative structure, and to further the long-term aims of our society.

The new Government is dedicated to the creation of a just society. This is a concept broad enough to affect all government activities, but I think it also expresses, in two words, what industrial relations is all about. My aim is to make present and future labour legislation, and the operation of all my Department's programs, as just, as perfect, and as constructive as possible.

MacDonald

A Time for Rededication



Smith

Turning Point

By Donald MacDonald
President
Canadian Labour Congress

THIS Labour Day finds both our country and the Canadian labour movement at a vitally important turning point. Canada has a newly elected Government which is confronted by challenges that are of very great importance to every individual Canadian. At the same time, our own organization, the Canadian Labour Congress, is entering upon a new phase of its history with changes envisaged that are designed to keep the Canadian labour movement in pace with the new and changing demands of the time.

Between these two areas—government and labour—there is a relationship that may well have a marked bearing on our success or failure as a nation. The Canadian trade union movement has been enjoying unprecedented growth, and there is every indication that this will continue. The time has now come to make this growth effective, in the interests of the working people of the country, both by influencing those in authority and by taking direct economic action.

Much of labour's interest naturally lies in the economic field. It is, of course, impossible to hazard a guess as to just what the future holds in this area. This is particularly true because recent experiences have once again demonstrated that, although some sections of the economy may experience expansion, or although there may be periods of general economic growth, the danger of serious unemployment always lurks in the background.

Continued on page 526

By Charles Smith
Chairman
Canadian Railway Labour Executives' Association

THE Canadian Railway Labour Executives' Association welcomes this opportunity to participate in the recognition of Labour Day.

It is a day which differs in almost every essential from other holidays. It is not a commemoration of any single person, living or dead, or any race or nation. It is, rather, an annual tribute to working people, and recognition of their contribution to economic growth and the welfare of humanity in general.

History records the first Labour Day parade as being held in 1872, when unionists marched to the home of Prime Minister Sir John A. Macdonald to advocate abolition of the laws that made trade unions illegal.

Finally, in 1894, Parliament declared the first Monday in September an official annual Labour Day holiday—and so we pause to remember not only those who so successfully struggled to establish the dignity of labour, but also the workers of today who face the challenge of adaptability to technological change.

The Canadian Railway Labour Executives' Association is well aware of the continued agitation in some quarters for a drastic curtailment of Union strength. The oft repeated cry of "compulsory arbitration" neglects to take cognizance of the fact that the workers' right to refuse to work under conditions that are not acceptable gives some measure of equality at the bargaining table and, more often than not, results in a peaceful settlement of matters in dispute.

Union members have a right to expect competent management of the internal affairs of their organizations, and as activities expand in the community and international field, the Canadian Railway Labour Executives' Association is proving its value as a co-ordinating and policy-making body on all matters of mutual interest. The ultimate objective of the CRLEA to be recognized as the voice of all labour in the transportation industry is not unrealistic, and by building on a strong foundation of confidence and mutual respect among participants, gradual progress to this end is being achieved.

We now have a Government elected with a mandate to promote a "Just Society," as espoused by the Prime Minister, and we shall watch with interest the interpretation placed upon this slogan as the policies of Government develop.

The objectives of our unions are to secure a "just remuneration in exchange for labour" and "just working conditions and working hours," so that our people may obtain the intellectual development and social enjoyment to which all humanity is justly entitled.

The Canadian Railway Labour Executives' Association is doing everything possible to promote unity in railway labour in all ten provinces. We refuse to recognize wage disparity between the richer and poorer regions of our country, and we shall continue to fight for the principle of national collective bargaining.

We continue to look forward with interest to the final report of the "Woods Task Force," as we attach a great deal of importance to the comprehensive study being made by this Commission.

Like all citizens of Canada, we deplore the violence that has erupted in many parts of the world, particularly the distressing racial riots in the neighbouring United States.

Our International Affairs Committee, through participation in the International Transport Workers' Federation, is seeking remedial measures. It is not enough to subdue rioting by force of arms; the cause which leads to frustration and ultimate violence must be sought out and removed.

Surely government and labour have a mutual responsibility in this area, and the Canadian Railway Labour Executives' Association is prepared to co-operate through consultative services or other procedures to eliminate the causes that could lead to similar violence in our own country.

On this Labour Day, let us rededicate ourselves to the task of promoting peace and happiness in the world, so that all may participate in the great benefits scientific advances have made possible.

50 Years Ago

From the Labour Gazette September 1918

U.S. seamen's unions succeeded in abolishing a hiring "blacklist" device. Canadians were asked to halve their sugar intake in the interests of conservation.

Seamen's unions won two major victories in the fall of 1918, the September issue of the LABOUR GAZETTE reported. The United States Shipping Board decided to abolish the "Welfare Plan Discharge Book" used by the Lake Carriers' Association, and compelled the Association to admit union representatives to docks and ships.

The discharge book was part of a so-called "welfare plan" that provided admittance to assembly rooms at various ports. For an annual fee, each member was given a registration or record discharge book in which a record of his services was kept. When applying for work, the sailor presented the book to the local assembly room or shipping office official and to the captain of the ship. The book was kept by the captain until the end of the trip, when he signed the sailor's discharge. If the entry was favourable, the book was returned directly to the man, but if it was unfavourable, the book was handed to the secretary of the Association, who had the authority to cancel the sailor's membership in the plan.

For many years the plan had been the cause of serious dissension between the ships' owners and their employees. The sailors alleged that the assembly rooms were virtually employment offices for the hiring of non-union men, and that the discharge books constituted an effective blacklist and perpetuated a wholesale strike-breaking system. This was a serious charge, because the Lake Carriers controlled about 400 ships on the Great Lakes at that time.

The beginning of the end for the discharge books came when a strike was threatened on October 1, 1917, and the United States Shipping Board intervened and extracted a promise from the Association to abolish discharge books or modify the plan. But the Association only partially kept its word. It issued new discharge books, omitting only some of the objectionable features, and the unions threatened another strike on the grounds that the books were still being used to discriminate against union men.

The Shipping Board stepped into the dispute a second time and firmly outlawed the books. The board decided that a simple certificate of membership to the welfare plan was sufficient, and that it would remain the property of the man to whom it was issued. The holder of the certificate was not required to deposit the certificate or even produce it at the time of hiring.

Stated the board: "It is the intent of this finding that seamen should be employed solely with reference to their fitness for the work, and not with reference to membership in the welfare plan, nor with reference to affiliation with, or activity in, any union. With the foregoing modification in force, the Shipping Board believes that the welfare plan will not be open to the charge of being an instrument for discrimination against union men."

The seamen ultimately triumphed again, when a conference was held on August 1 between the Labour Adjustment Commission of the Shipping Board, the union, the lake shipping companies and the Lake Carriers' Association. At the conference, a working agreement was signed in which the companies agreed to recognize the Great Lakes unions and to grant union representatives access to their docks and vessels. The long-festering disputes over wages and other matters were placed in the hands of the Shipping Board for final adjustment.

* * *

If the people of Canada would use only one teaspoonful of sugar instead of two in their cup of tea, the Canada Food Board pointed out in 1918, the country would save three times the amount of sugar allowed to candy and confectionery manufacturers for one year.

Restaurants were restricted to two pounds of sugar for every 90 meals served, and soda fountains and ice cream establishments were restricted to 25 per cent of the average monthly amount of sugar used during 1917.

Manufacturers of bread and bread rol could use only one-half pound of brow or yellow sugar to one hundred pound of flour.

The Board issued a statement asking th public to voluntarily ration their ordinar household sugar to two pounds a mont for each person including the quantiti served at meals and in cooking. An ex ception was made for sugar needed i preserving fruit.

* * *

Unaware that 50 years later their coun terparts would be fighting for an annua income of $6,000 a year or more, Catholi women teachers holding an academic d ploma had their maximum yearly salarie raised to $800 from $700. Those holdin a model diploma were raised to $700 fro $600, and for all elementary diplomas $600 from $500. The increase affecte some 270 teachers.

* * *

Canadian women workers were luckie than their counterparts in Britain. The at least received equal pay for equal wor on jobs formerly considered the ma prerogative. Britain's official governmen publication, also titled the *Labour Gaze te*, expressed concern that the postwa problem of inadequate wages for un skilled and unorganized workers, e pecially women, might be acute.

A large number of women had le occupations, such as dressmaking, t work in war industries and other masc line occupations. The British journal sai that they would find keen competitio when they tried to return to their forme jobs in the trades, and that many woul be driven to compete with returnin soldiers for industrial jobs.

"The competition for employment ma reduce wages to an unduly low leve unless precautionary measures are taken, the journal said. One precautionar measure was to extend the Trade Board Act, 1909, which had the power to censur companies guilty of paying "exceptionall low" wages.

"In normal times," the British journa reported, "the wages of large numbers o women workers are very low, and th fact has made it very difficult to charg that the wages of women in any give trade were 'exceptionally low.' "

Some of the conclusions reached by th Board were that women employed in th same work as men equalled or excelle men in respect to output, and in som processes their superiority was marke "The attitude of women frequently i reported as more receptive, steadier, an more conscientious than that of new me workers at present available."

Manpower shift necessary in Atlantic fishery — APEC

A study released by the Atlantic Provinces Economic Council, titled *The Atlantic Fishery* (APEC, Halifax, 1968), makes some radical suggestions concerning ways in which the Atlantic fishing industry can cash in on the bulk of an increase in market demand somewhere between 230 and 475 million pounds by 1975.

The study reveals a glowing future for the industry, but it warns that the industry must follow firm, progressive guidelines to collect the bonanza.

It must:

- expand and modernize its offshore fishery;
- shift 10,000 to 15,000 small-scale, "redundant" inshore fishermen into productive capacities elsewhere so that those remaining can raise their productivity and earn an adequate wage; and
- centralize its small fishing communities into larger fishing towns.

The APEC study calls for policies that would:

- concentrate public expenditures on capital inputs such as wharves, harbour developments, plant water supplies and other forms of social overhead in a number of larger fishing towns to avoid scattering these resources over smaller, less viable areas;
- set up programs to assist in training fishermen to man the offshore vessels;
- encourage research into new fish product development to raise per capita consumption of fish and help fish compete with other food products; and
- establish a vigorous promotional effort geared to deeper penetration of the United States market and capitalization on its tremendous potential.

This forecast is based on optimism that Canada will at least maintain its current share of a North American market bolstered by population growth and higher per capita consumption, and expectations that the benefits from the Kennedy Round tariff reductions will give Canadian fish and fish products better access to world markets.

The study suggests that the shifting of 10,000 to 15,000 "redundant" inshore fishermen into productive capacities elsewhere "cannot take place overnight; but can proceed only as fast as jobs become available in other fields."

Many of the inshore fishermen, because of age or lack of education, couldn't make the transition, the APEC study says, and any mobility program must be aimed at the young, letting eventual retirement of the older fishermen gradually reduce their numbers to a more viable level, even though this might take longer than would otherwise be desirable.

"Under such conditions," says the report, "if entry into the industry is restricted, subsidization of these fishermen so as to ensure a minimum level of income could be justified until such time as the numbers are reduced sufficiently to assure those remaining a better standard of living."

CLC will establish maritime committee

The Canadian Labour Congress has decided to establish a permanent committee to deal with maritime problems.

At the CLC convention in Toronto last May (L. G., July, p. 377), a recommandation was passed stating that "trade departments may be chartered and established as deemed appropriate and feasible." Specific reference was made to a proposed maritimes committee within the CLC, which may eventually develop into a maritime trades department similar to the one in the AFL-CIO.

The decision to set up the maritime committee was taken at a meeting in Ottawa of delegates from 14 CLC unions called early in July to take a look at Canada's maritime future. The delegates represented unions connected with the shipping and shipbuilding industries. They decided to form a continuous committee, and outlined areas for research. A spokesman said that reports of heavy layoffs in Canadian shipyards were presented, and Canada's lack of a merchant fleet was deplored. The committee will meet again on September 18 to review its program and to see what further research material is available.

The purpose of the committee, a CLC spokesman said, is to prepare a comprehensive and co-ordinated program for making representations to the federal Government concerning the shipping and shipbuilding industries. This is part of a general plan to develop greater co-operation among CLC member unions and to consolidate union strength in a move to create fewer individual unions through amalgamation. In keeping with this policy, councils in different industries will be set up to exchange information and co-ordinate their efforts.

Arbitration commission to be formed in Ontario

A bill authorizing the establishment of an Ontario labour-management arbitration commission was introduced in the Ontario Legislature during June.

The proposed commission will comprise an impartial chairman and three representatives each from management and labour. It will be responsible for:

- recruiting, training and maintaining a panel of acceptable arbitrators and arbitration board chairmen;
- providing administrative services to arbitrators, such as arranging meeting dates and facilities, as well as producing and distributing arbitration decisions; and
- sponsoring research into the arbitration process, and publishing awards and information relating to arbitration.

The arbitration commission will deal only with grievances that arise during the life of an agreement. As is now the practice, the parties will be free to agree mutually on an arbitrator or arbitration board chairman. They will probably be selected from the roster of arbitrators and chairmen maintained by the commission. Failing agreement, the parties will apply to the Department of Labour for an appointment under the Ontario Labour Relations Act. Costs of arbitration will still be shared by the parties to the dispute, but the commission may set a schedule of fees.

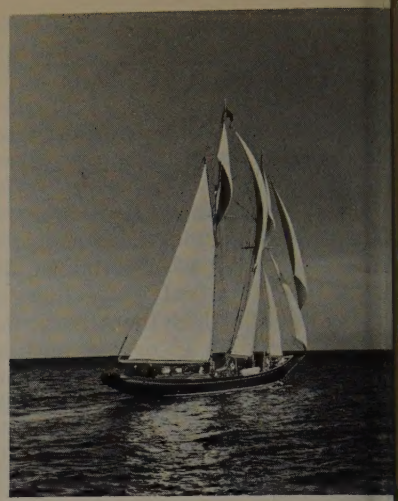
Outlining the reasons for appointment of the commission, Labour Minister Dalton Bales pointed out that strikes and lockouts are prohibited under Ontario law during the life of the collective agreement. "All grievances and disputes over the interpretation, application or alleged violation of an agreement—if not settled directly by the parties—are subject to final and binding adjudication through arbitration."

In previous years, a large proportion of the 2,000 grievances arising annually in Ontario were submitted to county judges for arbitration. Last year, however, the federal Government amended the Judges' Act, thereby removing judges from the field of arbitration work. Their removal has been a serious blow, Mr. Bales told the Legislature.

The matter was taken up by the Union-Management Council of Ontario. This Council consists of five management and five labour representatives and is chaired by Dr. John Crispo, head of the Centre for Industrial Relations at the University of Toronto. It recommended the proposal that Mr. Bales introduced in the Legislature as Bill 142.

The 1968

CMA Meeting



More than 400 delegates to the 97th annual general meeting of The Canadian Manufacturers' Association examined industry's responsibilities in relation to society, international competition, the employee and the economy.

"THRUST for a new century" was the theme of "Industry '68" — the 97th annual general meeting of The Canadian Manufacturers' Association, held in Halifax from June 1 to 4.

The urban crisis, the relationship between profits and jobs, wage parity, productivity, aid to developing countries, government assistance to business, collective bargaining in the public service, the state of the Canadian economy, taxation, and Bill C-186 were among the subjects presented and debated.

Dr. W. Harvey Cruickshank, Vice-President of The Bell Telephone Company of Canada, Montreal, told delegates that industry and government must make a co-ordinated effort to combat a "gathering storm" of urban crisis in Canada.

Central to the crisis, Dr. Cruickshank noted, are unemployment, inadequate educational systems and lack of opportunity. Industry's social responsibility to offset these threats can be seen in the use of industry's taxation payments, he said.

Dr. Cruickshank called unemployment "a human tragedy" that is not the full responsibility of industry, nor would industry want it solely the responsibility of government. "If the urban crisis is to be eased," he said, "the supply of meaningful opportunities must be increased greatly. People need personal involvement in the action of their society. It's not enough for them to live vicariously, on someone else's efforts. Unemployables must be trained. That is a hard and heartbreaking job, and it won't be accomplished overnight. But it touches on a basic human need and right, and with respect to the social ills we are talking about. It is curative instead of palliative."

Dr. Cruickshank rejected the concept that work is on the way out and that the time will come when only a skeleton work force would be needed in an automated economy. "Organized human effort," he said, "will continue to occupy an increasingly important place in the lives and satisfactions of Canadians, and the corporation, with its efficiency, will assume a role of increasing importance as an instrument of human expression, social action and change."

Retiring CMA President R. A. Engholm, President of Macotta Company of Canada Limited, Rexdale, Ont., discussed some of the chief national concerns that faced the Association during his term of office, and that will continue to face it for some time in the future. These were: the relationship between profits and jobs; world trade and financial weakness abroad; ways in which Canada can improve its own efficiency; and some of the broad social issues of our time.

Mr. Engholm spoke out against the issue of wage parity. Across-the-board parity for Canadian workers with those in the highest wage areas in the U.S. is "neither reasonable nor practicable and certainly would not be in the national interest. . . . A union may very well judge that it can browbeat a company into accepting parity rather than taking a lengthy and crippling strike, but unless parity of productivity also results from the wage settlement, the gains will prove to be very short-lived."

The results of such agreements, Mr. Engholm predicted, could force a company to become less competitive, or release some of its employees, if such an agreement is strictly between the union and one company. In an industry-wide agreement Mr. Engholm foresaw that consumers everywhere will find themselves paying more for the product.

He suggested that Canadian industry has available to it a great wealth of human and natural resources and advance

know-how, and a work force that, if it is not the world's best educated or most highly skilled, does at least rank with that of most of the leading industrial nations, and it is getting younger and growing faster than those of Canada's competitors. Canadian management, with such a background, he noted, "must be constantly seeking out ways to improve its own efficiency, to make the most of the tools at its disposal, to develop its research facilities wherever possible." Companies and industries must be concerned with the problems of the young and not-so-young men and women to get jobs because of poor background and lack of qualifications, he said.

Foreign Aid

A suggestion that could involve action by industry, governments and labour in the countries of the West to aid people in the developing countries was advanced by Daniel S. Parker, Chairman of The Parker Pen Company, Janesville, Wis., and Chairman of the National Association of Manufacturers, New York.

Mr. Parker noted that technological advances in the countries in the West are so swift that they are accompanied by a high rate of obsolescence in machinery.

"I suggest," said Mr. Parker, "that we recognize that such equipment is outmoded for us, but to less developed countries it still has great usefulness. It could transform many underdeveloped countries to a very acceptable level of industrial capability. There might well be a logical role for governments to play in this regard."

An initial step, he believed, would be to recognize that the rate of change in Western technology is such that mechanically fine equipment can and does become economically outmoded in the prevailing capital-intensive economy.

"Were we to seek a means of promoting the transfer of good but obsolescent plant equipment to countries able to use it, and provide the technical assistance to operate it, we would be enhancing our own domestic economy. The transfers could be induced by tax incentives, by simplified procedures in the countries of destination. Payment could range from equity to that financed by existing institutions in the private and public sectors."

Growth and Change

The role of governments in the process of adjustment to growth, especially that of the federal Government, was outlined by S.S. Reisman, Secretary of the Treasury Board, Ottawa.

He emphasized that the speed with which social and technological change is now developing has brought problems that lead to greater government involvement in economic affairs because, in many cases, the Government is the only institution that can organize and mobilize the resources required to seek solutions.

One essential feature, Mr. Reisman pointed out, is the improvement of productivity performances. He suggested that some factors underlying productivity performance are educational standards, capital accumulation and the level of science and technology attained. "Technological innovation and increased capital investment," he said, "are prime contributors to productivity increases. The skill, training and practices of labour are also fundamental."

Among the many involvements of the Government to which Mr. Reisman pointed are those concerned with manpower and the efficiency of labour, which include measures concerning immigration, the training and retraining of workers, the mobility of labour and the provision of employment services.

Mr. Reisman described some of the assistance to business that is given by the Government, via insurance, for the major share of the risk of loss on industrial assistance loans made by private lenders. One of the conditions for obtaining such loans is that the borrowing company must give appropriate notice to its workers and to the Government of any layoffs that may result during an adjustment process. The requirement will apply if the total layoff during the reorganization involves 20 or more workers and is for two months or longer. The minimum notice period will be three months.

Another important measure that the Government has taken to encourage productivity, Mr. Reisman noted, is the machinery program. The new program is designed to encourage improved efficiency by enabling Canadian industry to acquire capital equipment at the lowest possible cost. It also has as its purpose to facilitate the development of the Canadian machinery industry along more specialized lines of production.

Expanding on the role of governments, Mr. Reisman noted that, in recent years, the federal and provincial bodies have introduced legislation and programs to assist in raising the effectiveness of the work force.

"As indicated by the variety of factors influencing the efficiency of labour," he said, "government initiative can be and has been taken in a number of policy areas — health, education, welfare, training, and safety, to mention only a few. I do not mean to imply that these measures have been introduced solely so that workers could serve more efficiently the end of greater economic and industrial growth. Although that is certainly a valid reason for government initiative, governmental action in the field has had as its essential purpose the enrichment of the quality of life of workers as individuals, and for that reason alone, such policy initiatives are justified."

Objectives Set

L. G. Lillico, President of the Electric Reduction Company of Canada Limited, Islington, Ont., suggested that management, labour and government have important, responsible roles to play in the growth of all of Canada, and that the roles must be effectively integrated.

"Management," he said, "must set objectives that develop high productivity by improving the way that people and equipment go together. Labour must be prepared to set productivity objectives and help eliminate the non-essential tasks that hinder productivity and make Canada less competitive with the rest of the world. And Government must communicate the need and reaction of productivity. It must set the direction that will help labour and management to help one another to improve our total productivity and our contribution to a changing society."

Provide Benefits

Canadian expectations for the future were outlined for the delegates by Karl E. Scott, President, Ford Motor Company of Canada Limited, Oakville, Ont., who said: Canadian

"It is not indulging in fantasy to expect that the public of tomorrow will make the following unadorned demands on its manufacturers and procedures: higher pay, shorter hours, steadier work, more leisure time; better products, better prices, more believable advertising, more personalized service; more direct involvement in urban problems such as pollution, decay in city cores, school and hospital development; more effective absorption of graduates of technological schools, community colleges and universities; and increased tax assessments to meet higher public expenditures. Any Canadian businessman hoping for a lesser task from his fellow countrymen is thinking wistfully. It is inevitable that, in time, business will provide all these expectations."

It is industry's responsiblity, said Mr. Scott, to provide the

benefits expected both by individuals and governments according to practical timetables. Management somehow must preserve the viability of Canadian industry without alienating people who, understandably, want to receive the benefits of our economy without delay.

Race to Nowhere

Collective bargaining in the United States has become a race to nowhere, A. H. Raskin, labour relations and editorial writer for *The New York Times*, told the convention delegates.

"Unions are negotiating the fattest contracts in their history — an average of 7.5 per cent so far this year — but inflation is eating up the extra cash before the workers can get to the store to spend it."

An example: In New York City, the average factory wage has risen by $9 a week in the last two years, but higher prices, higher taxes, higher electric bills and higher everything else erased so much of the increase that the average worker wound up with exactly 12 cents a week more in purchasing power. That would get him a chocolate bar, provided that he was content with a small one.

Mr. Raskin dwelt on a special area of difficulty in collective bargaining in the United States: that of establishing constructive employee relations in the public service at every level of government. "The American trade union movement, which shows little zeal for organizing the unorganized in most other fields, has been making dramatic progress during the last few years by bringing public employees into union ranks. So substantial has this headway been that many of the old-line civil service associations, including those active among teachers, nurses, engineers and other professional employees, have decided to adopt militant tactics modelled after those of the unions. The result has been a sharp upsurge of strikes, particularly among municipal workers."

Strike Ban

This phenomenon raises the problem of trying to maintain the absolute ban on strikes that now prevails in every branch of government. Federal law, and the laws of most states, explicitly forbid public service employees from walking out, slowing down or taking other concerted action to influence public policy on wages or other conditions of employment.

The conviction has arisen in the U.S. that defiance of these laws pays off in larger wage increases than the workers would get if they faithfully adhered to the no-strike mandate. "It does pay off, as our teachers and transit workers in New York City have demonstrated."

Many jobs in private and government sectors are interchangeable, so what can be done when strikes are banned in one sector but permitted in the other? It is not surprising, Mr. Raskin stated, that, as such overlaps proliferate, many observers suggest the desirability of recasting the strike ban in terms of the essentiality of the service involved, with a common yardstick to govern both public and private jobs. "Unfortunately, as attempts to draw a boundary line on what is essential invariably work out badly."

Many commentators have suggested that the nearest approach to universality of agreement is on the proposition that

Officers Elected for 1968-1969 Term

John R. O'Dea, President of the Atlantic Brewing Company Ltd., was elected President of the CMA for the 1968-69 term.

Mr. O'Dea, born in St. John's, Nfld., graduated from St. Bonaventure's College in St. John's and attended Loyola College in Montreal. He is a member of the Board of Regents of Memorial University and Director of the Maritime Catholic Social Life Conference. For a three-year term from 1959 to 1962, he was a member of the Newfoundland House of Assembly, and in 1966, he was President of the Atlantic Provinces Economic Council. He was also a member of the Royal Commission on Economic Prospects of Newfoundland and Labrador.

Mr. O'Dea was elected the Association's Second Vice-President two years ago and First Vice-President last year. He succeeds R. A. Engholm in the presidency.

Other officers elected were: First Vice-President, L.F. Wills, President, Honeywell Controls Limited, Scarborough, Ont.; Second Vice-President, George H. Dobbie, President, The Dobbie Industries Limited, Galt, Ont.; and Treasurer, D. G. Willmot, President, Anthes Imperial Limited, Malton, Ont.

The following were elected as chairmen of the national standing committees: commercial intelligence committee, Donald F. Cornish, President, Anaconda American Brass Limited, New Toronto; industrial relations committee, J. W. Henley, Vice-President, Personnel, Canadian Westinghouse Company Limited, Hamilton, Ont.; legislation committee, J. W. Younger, Secretary, Steel Company of Canada Limited, Hamilton; taxation committee ,A. D. Laing, Assistant to the Executive Vice-President, Financial, Dominion Foundries and Steel Limited, Hamilton; membership committee, A. G. Asplin, President, Horton Steel Works Limited, Fort Erie; public relations committee, R. G. Leckey, Manager, Public Relations and Information Services, Union Carbide Canada Limited, Toronto; publishing committee, D. B. Guy, Vice-President and General Manager, Bellows-Valvair Limited, Toronto; tariff committee, Carl A. Pollock, Chairman and President, Electrohome Limited, Kitchener; and transportation committee, W. J. Rae, Manager, Transportation and Supply, Lever Brothers Limited, Toronto.

John R. O'Dea

olice and fire protection services are indispensable and permit o interruption. Yet even this distinction does not hold, the peaker pointed out, when policemen and firemen object that ey should not be the only ones forbidden to strike.

The ban on strikes within the federal public service is nearly solute, with strict criminal penalties delivered against violaors of it, continued Mr Raskin. The ban is, however, ineffective gainst municipal workers, he suggested. In several cases, the w has become a dead letter because politicians fear that the ffect of enforcing it against, say, 40,000 striking transit workers r 60,000 striking teachers would cause a paralysis more inactable than the strike itself.

The justification for keeping the strike ban total, it seemed to Ir. Raskin, lies in the inappropriateness of treating governent in the same category as an employer organized for profit. Normal market pressures do not apply. In that sense, the rike becomes an effort by part of the people to hold a gun to e head of all of the people. The more vital the service, the ore surely the community will have to surrender. . . .

"The most equitable way in a democracy to guard against ch victimization of the community is to create dependable echanisms for assuring two-way justice—protection for the ublic and for public employees alike."

Mr. Raskin listed two requirements for such a system:

- guarantees to public service workers of freedom to unionize nd bargain collectively; and
- impartial machinery for adjusting disputes after all efforts t negotiation and mediation have failed.

Spur Toward Realism

The speaker rejected the argument that compulsory arbitraon means the death of independent bargaining by the parties. nstead of hewing to the split-the-difference philosophy haracteristic of the "haggle-master school of arbitration," e parties should be given the option of endorsing the final osition of one or the other of the negotiating parties. "That ould provide a spur toward realism on both sides."

By way of sanctions, Mr. Raskin suggested that governments it unions in the pocketbook, as the strongest hope of deterrence, nd cut off rights to dues checkoff for long periods.

Won't Hit Potential

It appears unlikely that the Canadian economy will be able o live up to its potential during 1968 and achieve the goals set or it by the Economic Council of Canada, J. C. Whitelaw, xecutive Vice-President and General Manager of the CMA, old the representatives to the convention.

He described the character of the economy during the past ear in terms of a slackening pace of expansion and continuing pward trends in cost and prices. Although demand pressures n the economy eased off in 1967, compared with the previous ear, the rate of price increases was still 3.9 per cent. The tandard of living, as measured by the real increase in the conomy's output per capita, rose by less than 1 per cent—the owest rate of improvement since the current expansion got nder way in 1961, he said.

"The pattern of business activity of 1967 varied greatly etween different sectors of the economy as the burdens of djustment from rapid to moderate expansion were unevenly istributed among them." The corporate sector experienced a ecline in profits for the second year in a row, and it had to ut back its capital expenditures.

Government spending continued to increase during most of 967, and the personal sector also remained fairly buoyant. abour income rose by 9 per cent. Productivity in manufacuring increased only 1.5 per cent last year, whereas hourly wages went up 7 per cent, he said. This resulted in a 5-per-cent jump in manufacturing unit labour costs.

The international sphere experienced rising unit costs that were mitigated by comparable trends in the United States. "Canadian exports are dangerously close to pricing themselves out of international markets," Mr. Whitelaw warned.

The state of business this year will be hard hit by several adverse effects, he said. Those he singled out were the profit squeeze, shortage of equipment and unemployment. Because of the inability of new productive facilities to keep pace with the growth of the labour force, he predicted that 1968 will be a year of higher unemployment. He added that there is a developing relative shortage of new machinery and equipment. In addition, there is a reduced level of capital spending, and surveys indicate further drops in investment.

Tables Report

Mr. Whitelaw tabled his General Manager's Report, which describes recent economic developments, and highlights the work of the CMA boards during the past year in several economic spheres. The topics include trade, taxation and industrial relations.

The Kennedy Round trade negotiations achieved a 30-per-cent reduction in tariff levels of major industrialized countries. The report predicted that $2.5 billion worth of imported goods will enter Canada annually at reduced rates of duty, or free, as a result of the Kennedy Round, and Canada can expect to export $3 billion worth of goods.

An international agreement to prevent dumping of foreign goods into a domestic market, which could deter investment and retard manufacturing, was one of the features of the Kennedy Round. As a result, anti-dumping legislation may be introduced in Parliament in the fall, the report said. The CMA presented a brief on this subject to the special government committee appointed by the Finance Minister to study the problem.

Another feature of the Kennedy Round was the reduction of the "most-favoured-nation" duty rate on imported machinery. The report predicts that this provision should bring important cost benefits to Canadian manufacturing users by enabling them to import, duty free, capital equipment that is not available from a Canadian production source.

Turning to other trade opportunities, the report describes a submission to the Government in which the Association called for an Adjustment Assistance Board. This would provide federal assistance to help manufacturers take advantage of new opportunities in foreign markets, as well as to adjust to new competitive circumstances introduced by changes in government trade policies. The Canada-United States Automotive Agreement of 1965 is now up for review, and the Association expects that it will be renewed, with few changes, for a further three-year period.

A major topic of the report was taxation. The CMA submitted several briefs to the Government concerning the Carter Royal Commission on Taxation. The Association expressed opposition to any form of capital gains tax, because it could act as an impediment to future economic growth. The CMA supported the Commission's recommendations for the averaging of income. Concerning income tax changes, the CMA urged the Government to reduce expenditure and to eliminate surtaxes on corporation and personal income taxes.

Illusory Concept

Perhaps the topic of greatest interest in the report is the section on industrial relations. During the past year, the Association participated with the federal Task Force on Labour

Relations (L. G., Feb., p. 70), the report says. The Industrial Relations Department made a few individual research projects in connection with the Task Force. The report describes briefly the rivalry between the CLC and the CNTU and their dispute concerning Bill C-186.

"Some opponents of the Bill," the report reads, "took the position that great harm would be done to the economy if national bargaining units were permitted to be fractioned off on a regional basis. In particular, the nation-wide railway systems were cited as examples where regional representation by competing unions could hurt the economy.

"The Association takes the position that, although fragmentation could have a disastrous effect in the case of the railroads, this does not necessarily hold true for all enterprises operating under federal jurisdiction, much less those operating under provincial jurisdiction. Objection was raised, however, to the concept of a quasi-judicial appeal board, which the Association viewed as having the likely effect of rendering the regular panels of the Canada Labour Relations Board ineffective. The Association brief to the Government urged a review and enlargement of the present limited basis for appeal to the courts."

The report then turns to consider the B.C. Mediati Commission Act, or Bill 33 (L. G., July, p. 392). "The intent this legislation appears to be to streamline government involv ment in all aspects of collective bargaining, strikes and lockou by giving an independent mediation commission purview ov these matters. A unique aspect of the Bill centres around t powers it vests in the Lieutenant-Governor in Council. If views an actual or likely strike or lockout as not being in t public interest, he may refer the dispute to the commission an order that its decision be final and binding. The major pr visions of Bill 33 are in harmony with recommendations the B.C. Division of the CMA, as well as other employ organizations in that province," the report says.

"Wage parity is an illusory concept," the report states. T goal of the Association for all Canadians is to set a top standa of living. Attainment of this goal, the report continues, mu be predicated upon our being able to compete on equal footi with other countries in terms of productivity, costs and marke The report dismisses the demand for wage parity as a simp demand for "more," which is not based on justifiable econom grounds.

Turning Point

Continued from page 519

As far as the Canadian Labour Congress is concerned, full employment at adequate wages and under good conditions must always remain a top-priority objective. Not only will we use our own economic position to attain this objective, but we will continue to do all within our power to have whatever government may be in power adopt a similar objective.

The employment situation that confronts us today is complicated by the fact that we are experiencing a heavy influx of young people into the labour force. These young men and women have spent many years preparing themselves to take their place in society. They can make a very valuable contribution to society, and it is our responsibility as a nation to see that they have this opportunity.

There are other economic matters that call for prompt and effective action. The Carter Report, which is in effect a manifesto calling for a complete revision of taxation policies to provide a more equitable distribution [of wealth], should be implemented. The recommendations of the Freedman Report, designed to protect Canadian workers against the ravages of technological change, should be brought back into the light of public concern and should be the basis of positive action. Serious consideration should be given to the proposals in the Watkins Report so that the erosion of Canadian influence in the control of our own economy may be not only halted but reversed.

It is abundantly clear from the number and variety of problems existing in the economic field that the time is long overdue for the adoption of a realistic program of economic planning. Canada has a tremendous future, but it can be achieved only through adequate planning carried out with conviction and determination. Our past experience has shown a dismal lack of such an approach.

Beyond such measures as these, there is a crying need for effective measures that will give Canadian consumers a much greater degree of protection than is now afforded them. To simply acknowledge that consumer problems exist in Canada is far from sufficient.

One of the greatest challenges now faced by the Government is a strengthening and co-ordinating of our whole social security structure. Canada's social security program has grown in a haphazard manner. What is now needed is a complete review, so that unfilled needs can be met, and existing legislation woven into a more effective pattern.

As far as the trade union movement is concerned, we must take steps to gain new strength through a greater degree of unity. Recognizing that talk of unity is meaningless unless it is founded on a sincere and realistic base, the Canadian Labour Co gress is fully prepared, and in fact pr poses, to take steps that, it is hoped, w lead to a stronger and more united labo movement. At the same time, there shou be full recognition of the considerab degree of success that has already bee achieved in this regard.

The convention of the Canadian Labo Congress held in Toronto earlier this ye was a historic event. Adopting the repo of a commission that had made a pr longed and intensive study of the Can dian labour movement, that gatherin paved the way for important changes th will enable our Congress to more ad quately meet the challenges of today an tomorrow.

These challenges are of very great pr portions. There is every indication that t Canadian economy is entering upon period in which major adjustments will b experienced, both as a result of changin patterns of international trade, and as result of a continuation of the techn logical changes we are already experien ing. Society itself is in a period of gre change. Under these circumstances, it absolutely essential that the workin people of the country should have organ zations that are equipped to adequate represent them. This remains the funda mental objective of the Canadian Labo Congress.

The Dispute Of the Railway Firemen

A threatened railway strike by firemen, members of the Brotherhood of Locomotive Firemen and Enginemen, against the Canadian Pacific Railway Company and Canadian National Railways was averted in July, when the union agreed to a new wage contract proposal put forward by the companies.

A strike had been called for June 27, because the union and the companies disagreed over the application of a recommendation of a conciliation board concerning a wage increase to the basic rates. To postpone the strike, which would have coincided with the strike on the St. Lawrence Seaway, June 21 to July 14, the Minister of Labour, Hon. Jean-Luc Pepin, reconvened the conciliation boards to deal with the controversy.

The dispute between the union and the railways had been dragging on for more than a year. The basic issue of the contract negotiations was wage increases of 24 per cent over three years, which was granted to other railway workers following the 1966 railway strike (L. G., 1966, p. 630). This contract was the last of a series negotiated since then. But the CNR said that it would pay the full 24 per cent demanded to essential firemen on passenger service only, a minority group. Also involved in the dispute were freight and yard service firemen. There were about 4,800 firemen on the railways in 1959, but this number had declined to 3,400 through attrition by 1968.

Conciliation board hearings into the dispute began early in the year and continued until late May. The CNR board reported to the Minister of Labour on June 7, and the CPR board reported on June 13. The Chairman of both boards was Judge René Lippé of Montreal, and the other two members were R. V. Hicks, nominated by the companies, and Maurice W. Wright, Q.C., nominated by the union.

The reports were identical in their recommendations for wage increases. The majority board report recommended a total wage increase of 24 per cent over three years for firemen helpers on passenger trains and for hostlers, and 15 per cent for firemen helpers in freight and yard services. Mr. Hicks dissented from these recommendations, and said that the companies' wage offer of 7.5 to 8 per cent (subject to an upward adjustment for hostlers) should be adopted.

After the Minister of Labour released the reports, both companies and the union said that the majority recommendations were acceptable as a basis for settlement. A difference of opinion arose between the CNR and the union, however, concerning the application of the wage increase to the basic rates.

The union interpreted the recommendation of the report to mean that the wage increase would apply on all graduated rates on weights of locomotives up to one million pounds. This meant that the firemen's rates would have been increased according to the number of diesel units on the train.

The company contended that the increases would apply only on graduated rates up to weights of 250,000 pounds; therefore, the firemen would get the increase on the first diesel unit only, regardless of the number of units on the train.

The complex formula governing graduated rates of pay in engine service came into being in the days of steam engines. In the steam era, engineers and firemen negotiated graduated rates based on the weight on drivers of the steam engine, on the basis of a direct link between the weight and size of the locomotive and the engineers' responsibilities, and the firemen's physical duties in shovelling coal.

With the advent of diesels, the firemen retained the same system of payment. As a result, the greater the number of diesel units on a train, the higher the rate of pay for each 100 miles. One diesel locomotive weighs an average of 248,000 lbs., and the pay scale for firemen working on it is $15 for each 100 miles. The scale increases with the coupling of units, with a rate of $16.41 for three diesel units. The railways wanted to apply a flat rate based on the $15 scale and relate the wage increases to that. The railways' position was based on their stand that firemen are not needed on diesels in freight and yard service.

The union rejected the companies' interpretations of the wage increase applications and announced that strike action would begin at 6 a.m. on June 27.

Boards Reconvened

When the union announced its strike date, the Minister of Labour immediately reconvened the conciliation boards to reconsider their report recommendations, pursuant to Section 31 of the Industrial Relations and Disputes Investigation Act. Consequently, any legal strike or lockout was prevented until the reconvened boards clarified their reports and submitted further reports to the Minister.

Judge Lippé was recalled from a trip to Britain to hold a meeting with the members of the boards. The terms of settlement provided for a wage increase of 18 per cent, instead of 15 per cent, for firemen in yard service. The parties agreed upon a single rate of pay for these men, which brought about equalization of wage rates in freight service between the CNR and CPR, at a new level of $17.46 for each 100 miles.

In addition, the terms of agreement provided for a 24-per-cent pay increase for firemen on passenger trains, and 15 per cent for those on freight trains, as originally proposed in the conciliation board recommendations. A change in the life of the contract extends it to 38 months, instead of 36, as earlier specified.

52nd International Labour Conference

Director-General's report, ILO and Human Rights, examines ratified Conventions and Recommendations and continuing goals to eliminate inequality and promote equal opportunity during the International Human Rights Year.

Part I

Human rights, agricultural working conditions and sickness insurance coverage were among the major subjects discussed at the 52nd International Labour Conference, held in Geneva from June 5 to 27.

One hundred and eight of the 118 member states of the ILO were represented, including the newest member, the Mongolian People's Republic, which joined on May 24 of this year. The Canadian delegation to the conference comprised 17 government delegates, 4 employer delegates and 4 worker delegates.

The conference agenda consisted of:

- the report of the director-general;
- financial and budgetary questions;
- information and reports on the application of conventions and recommendations;
- improvement of conditions of life and work of tenants, sharecroppers and similar categories of agricultural workers;
- labour inspection in agriculture; and
- revision of conventions concerning sickness insurance.

In addition, the conference had before it a special report on the apartheid policy of the Republic of South Africa. The report on human rights of the Director-General, David A. Morse, served as the basis for the general debate.

The need for urgent attention to the dissatisfaction among the world's youth and to the widening gulf between rich and poor countries was highlighted by the speakers addressing the opening session.

Rubens G. San Sebastián, Secretary of State for Labour of Argentina, was elected president of the conference. He told the delegates that the ILO "cannot remain indifferent to the fact that the gulf between the rich countries and the poor ones is growing each day. Nor can we contemplate without reaction that a high level of technology and industrialization is the privilege of only a few and is denied to the majority."

Three conference vice-presidents were elected: Endre Bakonyi-Sebestyén, Ambassador of Hungary, permanent representative to the United Nations in Geneva; Herman Beermann, Vice-President of the German Confederation of Trade Unions (DBG), Federal Republic of Germany; and Marwan Nasr of the Association of Lebanese Industrialists, Lebanon.

Roberto Ago, Chairman of the Governing Body of the ILO and representative of the Italian Government to the Conferenc opened the session. Mr. Ago remarked o the hopes that young people place in th ILO and other international agencies t bring about a greater exercise of huma rights in the world society. "It is essentia that the ILO should be able to respon fully to the call that will be addressed t it," he told the delegates.

The report of the Director-Genera stresses the role of the Internationa Labour Organization in promoting huma rights. In it, Mr. Morse summarize the four principal objectives that the IL is seeking to further in the field of huma rights: freedom, equality, economic securi ty and dignity.

He cites the ILO's various methods o promoting human rights: setting o international labour standards, supervi sion of national application of th standards, technical co-operation pro grams in developing countries, and th other operational programs, research information and educational activities.

By promoting freedom of association the ILO is attempting to re-establish balance in the strength of the partie concerned, and to create a necessar counterweight to the power wielded by th

tate in a modern economy. The Director-General's report outlines the measures hat the ILO has taken on behalf of reedom of association.

The freedom of Association and Protection of the Right to Organize Convention, No. 87, was adopted in 1948, ollowed in 1949 by the Right to Organize nd Collective Bargaining Convention, No. 98. These two basic instruments are mong the ILO Conventions that have eceived the largest number of ratifications—76 for the former and 84 for the atter.

These Conventions have been reinforced y Recommendations and Resolutions of he International Labour Conference ealing with labour-management relations. hey cover such matters as negotiation of ollective agreements, voluntary conciliaion and arbitration, co-operation at the evel of the undertaking and consultation etween employers and workers.

The ILO has set up special procedures o deal with freedom of association comlaints, to supplement the regular supervision of the application of international abour standards.

Modify Legislation

The Fact-Finding and Conciliation Commission on Freedom of Association, handcapped by the need to obtain the consent f the governments concerned before it can ct, has considered only two cases in the past ew years. The Committee on Freedom of Association, however, which was appointed by the ILO's Governing Body to provide a simpler procedure, has examined more than 500 complaints. In accordance with this committee's proposals, the Governing Body has frequently made recommendations urging countries to modify egislation or practices, and in numerous ases these recommendations have had ruitful results.

Turning to freedom of labour, the eport describes the steps that the ILO as taken to ensure this basic right.

The Forced Labour Convention, No. 29, as adopted in 1930, and is the first nstrument in which the ILO laid down a et of standards for the protection of a undamental human right. It is also the nstrument that has obtained the largest umber of ratifications—99.

A second Convention on this subject, No. 105, was adopted in 1957. It provides or the immediate and complete abolition f forced or compulsory labour for olitical purposes as a method of economic evelopment, labour discipline, punishment for participating in strikes, or iscrimination.

The right to free choice of employment as restated in 1964 in the Convention nd Recommendation on Employment olicy, No. 122, as an element of a policy f full and productive employment.

ILO Vacancies Abroad

The Canada Branch of the International Labour Office has announced that it has several vacancies abroad under its United Nations Development Program. All positions are in the vocational training field.

The ILO is looking for experts in specialty fields to aid in the establishment and initial operation of a National Vocational Training Scheme in the Republic of Zambia. The two posts are for:

- an expert in fitting and machine-shop; and
- an expert/instructor in carpentry and joinery.

The Government of Cyprus plans to establish a Hotel and Catering Institute in Nicosia. In this connection, it is seeking, through the ILO, four experts to staff the institute. The posts are for:

- pastry-cook staff training;
- housekeeping staff training;
- restaurant staff training; and
- kitchen staff training.

Further details concerning the positions and application forms may be obtained from the Canada Branch, International Labour Office, 178 Queen Street, 4th Floor, Ottawa 4, Ontario.

The ILO's two major goals in the promotion of human equality are to eliminate inequality of treatment and to promote equal opportunity.

The most important ILO instruments in this field are the Convention and the Recommendation on Discrimination—Employment and Occupation, No. 111, of 1958. The Convention has been ratified by 64 states. Non-discrimination provisions also appear in numerous other ILO instruments.

Another important measure was a 1964 ILO Conference declaration condemning the South African policy of apartheid, accompanied by a specific program for elimination of apartheid in labour matters. Reports on developments in this field have been published by the ILO each year since then.

Of the six Recommendations described in the report, Canada has ratified Nos. 105, 111, and 122.

Economic Security

Economic security means the right to work, the right to social security and the right to a minimum income, the report states. "The right to work can be considered as fundamental and its exercise essential to the full development of man's personality, as well as to his economic security.

"At the present time, the problem most commonly encountered is that of finding work for all who desire it. Every country, whatever its stage of economic development, has an employment problem to some degree or other."

Mr. Morse states that, on the occasion of its 50th anniversary in 1969, the ILO will launch a World Employment Program in a broadscale effort to provide employment opportunities and develop working skills. The major components will be three regional programs. Work is already well under way on the plan for Latin America. The Asian Manpower Plan will be discussed at an ILO regional conference in Tokyo in September of this year, and the Jobs and Skills Program for Africa will be submitted to an African regional conference next year.

The promotion of human dignity has long been a major concern in the ILO's work. The concept of dignity embraces the right to satisfactory living and working conditions, as well as the opportunity for the individual to safeguard and promote his rights and freedoms by his own efforts.

The report provides an account of ILO efforts to promote human dignity through the Organization's activities in such fields as labour relations, labour legislation and administration, and participation of occupational groups in economic and social development planning.

The Challenge Ahead

Although considerable progress has been made, the attainment of these human rights everywhere presents "a challenge of daunting magnitude." The report stresses the need to cope with the problems at their source, by renewed efforts "to solve the problems of poverty, backwardness and underdevelopment, of disparities within countries and between nations and regions, and of bridging the technological gap separating countries at various stages of development."

The human rights objectives of the Organization stem from the ILO Constitution of 1919 and from its 1944 Declaration of Philadelphia, the report points out. The Declaration stated that "All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity."

Today, when mankind is concerned by the need to raise standards of material wealth, the ILO will pursue policies to help ensure "that this wealth is devoted to ends that serve the freedom and dignity of man."

The ILO report pays tribute to the

efforts of other international agencies in the field of human rights, particularly the work of the United Nations in drawing up the Universal Declaration of Human Rights and the International Covenant on economic, social and cultural rights, and the Covenant on civil and political rights.

An increased co-ordination among the different organizations would, however, be in the interest of each of them, the report continues. Finally, Mr. Morse asks that the International Labour Organization take the rights of man into account in all its major activities— research, publicity, technical co-operation, advisory missions, promotional and educational programs and standard-setting activities—integrating them into a significant concerted program.

Experimental Effort

The Canadian government delegation did not give an official reply to the Director-General's report. The Canadian employer delegate, F. K. Richan, in his reply concerning the ILO and human rights, commented upon the Director-General's remarks about the freedom and dignity of all people in society. "The task then is to give to the individual the opportunity to be educated, trained and gainfully employed, so that he can be in a position to accept and carry out his full responsibility in the society in which he lives. The ILO must continue, with even greater emphasis, in its activities to devise ways and means of assisting its member-countries to create an environment conducive to the fulfilment of this objective."

Mr. Richan discussed the necessity and justification for holding a large conference of the ILO annually. He advocated a system of biennial meetings of the ILO to replace the present annual conferences. "The group I represent supports the view that a conference every two years would be adequate. The funds currently set aside in the ILO budget for the annual conference could, every other year, be reallocated to other areas, which co ceivably could produce a greater retur Similarly, the funds presently expend by countries in sending representatives Geneva could also be reallocated to so direct form of effective assitance. "T view of my group is that serious consider tion should be given to experimenti with this suggestion by eliminating t annual conferences in 1970 and 197 following which the matter could reviewed to determine whether or n beneficial results were obtained. W would anticipate a favourable result."

The Canadian Delegation

Government Delegation

Head of the Canadian Delegation and Government Delegate: Jean-Pierre Després, Assistant Deputy Minister, Canada Department of Labour, Ottawa; Government Delegate: John Mainwaring, Director, International Labour Affairs Branch, Canada Department of Labour, Ottawa; Substitute Government Delegate: Jean-Louis Delisle, Permanent Representative and Ambassador of Canada to the European Office of the United Nations, Geneva; Government Advisers: Jacques Corbeil, Third Secretary and Vice-Consul, Canadian Permanent Mission, Geneva Guy de Merlis, Labour Attaché, Canadia Embassy, Brussels; Miss Sylva Gelbe Health Insurance Branch, Department National Health and Welfare, Ottaw Michael McDermott, International L bour Affairs Branch, Canada Departme of Labour, Ottawa, (Secretary of t Delegation); R. J. McKinnon, Fir Secretary, Canadian Permanent Missio Geneva; W. W. Reid, Deputy Minister Labour, Charlottetown; Miss E. Woolne Legislation Branch, Canada Departme

Continued on page 5

ILO pho

Canadian delegation. First row, left to right: F.K. Richan, John Mainwaring, Jean-Louis Delisle, Jean-Pierre Després, Joseph Morris. Second row: Rénald Fréchette, Miss Sylva Gelber, Mrs. L. Saumur, Guy de Merlis, A.L. Hepworth. Third row: Donat Quimper, Gérald Harvey, W.W. Reid, Michael McDermot G.H. Durocher, Miss Evelyn Woolner, R.J. McKinnon. Fourt row: R. Cormier, R.E. Wilkes, R.M. Drennan, N.D. Cochran W. Stefanovitch.

Labour Relations Around the World

TUCSA disregards South African Government's warning to disaffiliate black unionists

THE TRADE Union Congress of South Africa overwhelmingly defeated a resolution to bar black or coloured trade unionists from holding membership in TUCSA. The vote, taken at the Congress' annual conference in Cape Town during April, showed 56 unions, representing 123,566 of the 170,000 members, against the resolution.

The vote rejected a move by the South African Government to maintain separate trade unions for whites and non-whites. This has put a sharp division between the Government and the national trade union body, leading them down a "collision course," as one South African paper phrased it.

The Minister of Labour, Marais Viljoen, pointed out that the Industrial Conciliation Act "provides specifically that the registration of a federation can be cancelled if its membership includes associations that admit Bantu to membership. TUCSA's registration will, therefore, have to be reconsidered."

TUCSA, in 1962, began accepting African trade unions into affiliation. It has so far resisted attempts by the Government to enforce apartheid, although the Government has warned that it may be forced to "take steps."

T. P. Murray, outgoing president of TUCSA, urged the delegates to stand firm in its policy to accept affiliation of all trade unions in South Africa. Mr. Murray maintained that the biggest indictment against the proposal to keep African unions out of TUCSA has been a document tabled at a special meeting held last December, which pointed out the spread of African labour in industry. The trade unions were losing power because they were not representative of labour in industry. "Who are we bluffing when millions of Africans are coming into industry" he asked. "If we don't take the African with us, he will go it alone. We have seen it in the rest of Africa, and must not allow it to happen here."

Many of the delegates were concerned with public opinion against racist policies among the international trade union movement. Delegates should not allow TUCSA to become the fall guy for the Government and the whipping boy for the international trade union movement, one representative said. He warned that TUCSA would be finished internationally if it discontinued African affiliation.

Some of the representatives, however, succumbed to government pressure. A delegate of the South African Electrical Workers' Association proposed to bar Africans from TUCSA because the Congress cannot improve the working conditions of the workman without the co-operation of the Government.

The Government appeared unmoved by rebukes from delegates to tell the Labour Minister to "go to hell," and the Labour Minister renewed his warning to TUCSA not to persist in its efforts to organize Bantu workers, and thereby force the Government to "take action."

ECOSOC resolution opposes racial discrimination in South African labour movement

A RESOLUTION calling on the Government of South Africa to conform to generally accepted international standards concerning the right of freedom of association was passed by the Economic and Social Council of the United Nations in May.

In adopting the resolution, the Council had before it the report of the *ad hoc* working group of experts of the Commission of Human Rights, which examined allegations originally brought to its attention by the ILO on the basis of charges made by the World Federation of Trade Unions. The report analyzed the international standards concerning trade union rights, South African legislation, the findings and recommendations of the ILO committee on freedom of association in South Africa, and evidence received by the working group.

The Council's resolution requested the working group of experts to further examine infringements of the rights of black trade unionists in South Africa, and to examine such infringements in the territory of South West Africa. In addition, the resolution extended the working group's mandate to conduct, in co-operation with the International Labour

Organization, and Britain, which is the administering authority, similar examinations of the infringements of trade union rights by the "illegal racist regime" in Southern Rhodesia.

The resolution called on the South African Government to:

- amend its legislation relating to trade union rights so as to establish a non-discriminatory system under which all persons can freely exercise their trade union rights irrespective of racial origin;
- grant legal recognition to all existing African trade union associations as well as those that may be formed in the future;
- grant formally to African workers the right to strike, and repeal the provision that makes it a criminal offence for such workers to strike;
- abolish "job reservations;"
- abolish the Suppression of Communism Act and, in particular, refrain from prosecuting African workers and trade unionists because of their union activities on the pretext that they have committed violations of ordinary law; and
- release all trade unionists who are in prison as a result of their trade union activities.

A spokesman for the ILO said that the various conventions and other instruments of the ILO, such as one concerning the freedom of association, related to all workers, including the workers of South Africa. In discharging its responsibilities with regard to the interests and rights of workers, the ILO did its best to use all channels available to it for promotion of trade union rights in South Africa. He further emphasized that the primary responsibility of the ILO and its role as a co-ordinator of all activities opposed to suppression of trade union rights in South Africa should be stressed in the resolution.

Ten million workers take part in general strike throughout France

A STUDENTS' revolt, which developed into a three-week general strike slowed transportation, shipments of foodstuffs and many municipal services throughout France during May and June.

The chaos in nearly all sectors of French industry had far-reaching political and economic consequences, as workers forced Government and management to grant pay increases and labour concessions for a greater worker voice in decision-making.

The unrest began in early May with a student protest demonstration against faculty administration at Sorbonne University in Paris. Two industrial unions, the communist-led General Confederation of Labour (CGT) and the Christian Trade Union a week later supported student demands by taking part with them in demonstrations.

By May 20, fifty factories in Paris and several in other major cities in France had been taken over by workers who occupied the plants during sit-down protests. Economists estimated that the strike cost $1 billion a week in lost production.

French President Charles de Gaulle called short a diplomatic visit to Rumania in order to consult with his ministers concerning methods to halt the strikes and unrest. The Government offered a series of costly concessions to meet the grievances of 10 million striking workers and to bring an end to the paralysis in France. The immediate response of the workers was to reject the offers in an attempt to hold out for greater concessions. Commentators on the situation explained that the workers, once they realized the extent of their hold over the Government, tried to see how much they could influence national economic policy. Meanwhile, the strike continued to spread to other centres, and electrical power was shut off in some areas.

The unrest in France had far-reaching effects on the other five partners of the European Economic Community. The railways of Belgium and The Netherlands announced that they were halting all goods traffic to France. The six EEC members were to reach a compromise agreement on a uniform meat and dairy products policy by July 1, when all internal tariffs within the Common Market were scheduled to be abolished. Some economic observers showed concern whether France would make price concessions at a time when farmers and farm workers were in virtual revolt. In addition, concessions of wage increases to French workers could spark similar demands in other EEC countries, starting an inflationary spiral in Western Europe.

By the end of May, there was a modest return to work in some industries, but other big key industries were still tied up as several million workers stayed away from their jobs. Backlash protest demonstrators took to the streets to support Gen. de Gaulle's firm stand on measures to halt the strikes. Some observers, however, hinted that France was on the brink of civil war, and troop movements around Paris were reported.

A softening of the labour scene came when strikers and management in the nationalized gas and electricity industries drafted an agreement to increase salaries and granted certain important concessions to workers. Steps were taken in early June to return workers at automobile factories to their jobs. These attempts, however, failed to bring an immediate end to the strike, which continued for another week. Gasoline became available though, and Parisians took advantage of a three-day Pentecost weekend to travel, a sign of easing of tension.

Although union-management talks were temporarily delayed by a deadlock in negotiations between the railway unions and the Transport Minister, Jean Chamant, and French workers ignored the plea of Premier Georges Pompidou to return to work, union leaders requested strikers to approve agreements to get the trains, buses and subways rolling again. Strike forces dwindled, until only four major holdouts remained: automobile factories, the merchant marine, the state-controlled news service, and metal industries. By June 20, virtually all striking workers had returned to their jobs, after nearly five weeks of strikes and work stoppages. In the aftermath of the strikes, costs were rising, industrial materials and undelivered goods were snared by transportation entanglements, and trade was hard hit due to delays in meeting tariff cuts.

The widespread and violent resentment arose from economic conditions that were developing for several months prior to the strike, economists revealed. Although real GNP growth

was 4.4 per cent in 1967, only alightly down from the 5 per cent achieved in 1966, and production increased during the past year, unemployment continued to be a major problem. The number of persons seeking work during April was estimated to be 450,000 higher than the number of open jobs. The discrepancy was interpreted as stemming from the Government's productivity drive that resulted in numerous mergers.

The ensuing forced automation and specialization throughout French industry contributed to high unemployment. Another major factor was the July 1 deadline to remove tariff barriers on trade among EEC members. The economic policies that were developed to gain a favourable competitive position in industrial trade led to economic hardships in other spheres.

The cost of the general strike could wipe out the gains made in recent years. The labour concessions and across-the-board wage increases won by workers during the strike could delay the completion of the tariff cuts negotiated in the Kennedy Round and in the Common Market, economists said. France will face a tough challenge to overcome these difficulties.

Move toward greater independence for Spanish trade unionists meets delay

A THREE-DAY conference in May of Spain's Congress of National Syndicates at the seaside town of Tarragona failed to develop resolutions to promote reforms for a greater measure of independence for the Spanish labour organization.

The purpose of the Tarragona Congress was to draft a proposal for a new labour law system for Spain, in anticipation of the time when Generalissimo Francisco Franco, now 75, dies or retires. Before the meeting opened, syndicate officials hinted that they intended to create a vital organization that would have greater representation for the workers and be independent of official control.

The meeting itself failed to live up to these expectations, however, because certain key speakers were barred from attending. A greater, continuing problem is the dilemma facing some of the top officials who are members of the Falange party and who must both prepare the way to the future for the labour organization and live in the present regime. The head of the syndicates, José Solis, is also head of the Movement, the formal political arm of the Franco regime.

The proposals approved by the Congress gave to the syndicate organization a voice in the choosing of heads for the national and provincial syndicates, but left the final choice with the Government. Nothing was said about the right to strike. This right, previously granted, has since been withdrawn by the Supreme Court. And no mention was made of separating the syndicates from their ties with the Government.

Since the end of the Spanish Civil War in 1939, workers have been represented by vertical syndicates, whose chief officers are appointed with government approval. Based on corporative principles, the syndicates also have management delegates. In recent years, the syndicates' influence among the workers has declined, whereas the illegal Workers Commissions, which comprise representatives chosen by workers in individual factories, have rapidly gained strength.

The success of the Workers Commissions has shaken the syndicates, and in the last syndicate elections, which filled lower-ranking positions, many commission men were elected.

Later in the month, the Spanish Government welcomed a proposal to send a study group directed by the International Labour Organization to Spain to examine the labour and trade union situation in that country. The move was announced by ILO Director-General David Morse.

The ILO and Spanish authorities have been conducting discussions since May 1967, after extensive examination by the ILO Committee on the Freedom of Association, which dealt with cases of alleged violation of trade union rights in Spain. The Government of Spain has now informed the ILO that it will welcome the study group after the enactment of trade union and social legislation that is currently under discussion by the Spanish authorities. The legislation will appear before the Spanish Cortes for action before November, the ILO revealed.

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The Donovan Report On British Industry

The findings of the Donovan Commission in Britain will be noted with interest in Canada, where a similar study is being made by the Task Force on Labour Relations.

Voluntary methods to remedy disorder in the workshop relations and pay structures of British factories are favoured by the British Royal Commission on Trade Unions and Employers' Associations 1965-1968, chaired by Rt. Hon. Lord Donovan.

The 145,000-word report, released in June, recommends a complete overhaul of the system of collective bargaining. To achieve this, the commission proposes that company and factory agreements should form the basis of industrial relations in Britain, to replace the former chaotic industry-wide collective agreements.

The commission received evidence from some 430 organizations and persons, or groups of persons, and it met on 128 days in all over three years. In addition to its report, the commission has published 11 research papers, and two more are scheduled to be published shortly.

The principal recommendations to reform collective bargaining are:

- to establish a system of factory-wide or company-wide agreements to regulate actual pay, constitute a factory negotiating committee and grievance procedure, and deal with specific problems of redundancy and discipline;
- to limit industry-wide agreements between employers' associations and trade unions to those matters that they can effectively regulate, such as setting guidelines for acceptable company and factory agreements;
- to conduct reviews of industrial relations by boards of companies, and to aim at developing comprehensive and authoritative collective bargaining machinery at the factory level;
- to pass an industrial relations act that would require companies of a certain minimum size to register their collective agreements with the Department of Employment and Productivity; and
- to establish an industrial relations committee to investigate and report on cases and problems arising from the registration of agreements.

The need for these far-reaching changes emerges from the commission's analysis of Britain's two systems of industrial relations. "One is the formal system embodied in the official institutions. The other is the informal system created by the actual behavior of trade unions and employers' associations, of managers, shop stewards and workers."

The two systems are often at odds, the report notes. This has resulted in wage gaps between actual earnings and rates laid down by industry-wide agreements, which stem from piecework or incentive earnings, company or factory additions to basic rates, and overtime earnings. The situation has led also to inefficient use of manpower, unofficial strikes, reluctance to change, and the undermining of incomes policy. "All these characteristics are becoming more damaging as they develop, as the rate of technical progress increases, and as the need for economic growth becomes more urgent."

Its proposals for the reform of collective bargaining are, the commission points out, "fundamental to the improved use of manpower," the great scope that "represent not only a challenge, but a major opportunity."

The traditional approach to collective bargaining means that "negotiations about pay are largely separated from considerations of efficiency," and the individual employer finds that "his scope for negotiation is drastically narrowed because so much has already been given away at industry level."

By contrast, the commission proposes to "put in management's hands an instrument—the factory agreement—that, properly used, can contribute to much higher productivity."

The commission points out that 95 per cent of strikes in Britain are unofficial. "Official strikes tend to be much more serious individually than unofficial strikes in terms of working days lost, but they are relatively infrequent and their number shows no consistent tendency to grow."

About half of the unofficial strikes concern wages, and more than 40 per cent "working arrangements, rules and discipline" and "redundancy, dismissal, suspension, etc.," matters usually dealt with at workplace rather than at industry level. "Unofficial strikes and other types of unofficial action in industry are above all a symptom of a failure to devise institutions in keeping with changing needs," the report says.

Poor wage structures, inadequate disputes procedures, and faulty trade union communications are listed by the commission as causes of these strikes.

The commission examined various means of reducing the number of official and unofficial strikes. The commissioners reject the possibility of introducing a new procedure for dealing with stoppages "creating grave national loss or widespread hindrance to public health and safety." Similarly they reject the possibility of making strike ballots compulsory.

The report recommends that the Department of Employment and Productivity should set up its own industrial relations research section to carry out inquiries into long-term problems of industrial relations, and that the Secretary of State should still be able to appoint *ad hoc* inquiries. The commissioners predict that

by far the most important part in emedying the problem of unofficial trikes and other forms of unofficial ction will, however, be played by eforming the institutions of which defects hey are a symptom."

The report examines several other eatures and problems of industrial elations in Britain:

- the enforcement of collective agreenents;
- safeguards for employees against nfair dismissal;
- labour tribunals;
- safeguards for individuals in relation o trade unions;
- trade unions and employers' asso-iations;
- changes in the law;
- workers' participation in manage-nent; and
- the main tasks for the Department f Employment and Productivity.

The commission rejects the legal en-orcement of collective agreements as a neans of dealing with the problem of nconstitutional strikes in present cir-umstances. It says that to make the resent agreements on procedure legally nforceable would be at variance with he commission's analysis of the causes f such strikes and with its proposals for emedying them. "It would," the report ays, "divert attention from the under-ying causes to the symptoms of the isease and might indeed delay or even rustrate the cure we recommend."

When collective bargaining has been eformed, the commission predicts, it vill then be possible to identify any ircumstances in which it might be either unjust nor futile to apply legal anctions, because satisfactory dispute rocedures will be available, and because egal penalties will be appropriate where rresponsibility or ill-will is the root cause f their breach.

"At the present time, legislation making rocedure agreements legally enforceable vould not in fact be enforced, and like ll legislation that is not enforced would ring the law into disrepute," the report ays. "It would, moreover, be unjust to sk men to abide by procedures that ould not deal with some of the most mportant grievances and that more often han not yielded no result at all.

"It would be futile to expect men to be eterred from using the strike weapon they knew that its speedy use was the nly means at their disposal to get peedy redress for their grievances. We nus reject the proposal to make collective greements—whether substantive or pro-edural—enforceable at the present time. Ve do so, not because we think that the aw could not in any circumstances assist the reduction of the number of un-official strikes. It cannot do so in this country today—this is the point."

After the report was tabled in the British House of Commons, Mrs. Barbara Castle, Minister of Employment and Productivity, announced that she was convening consultations with labour and management concerning the recommendations of the commission, and that a White Paper setting out the Government's proposals would be presented after the consultations.

Reports from London suggest that the cabinet ministers would prefer not to have a Commons debate until they have made up their minds on a course of action after the release of the White Paper.

The Confederation of British Industries, and the Engineering Employers' Federation, two of the principal employers' organizations in Britain, reacted strongly to some of the key sections of the Donovan Report. They fear that the industrial relations commission recommendation in the report is "spelling out intervention with a vengeance."

John Davies, Director-General of the CBI, doubted that the problem of unofficial strikes could be settled by the appropriate change in emphasis in the bargaining method, away from industry-wide negotiations to negotiations at the plant level. Elaborating on this, he said that the CBI found fault on two points. The commission made no reference to the damage done to industrial efficiency by the threat of unofficial action, and this was a very real problem. Secondly, it took no account of unofficial action that was removed from normal bargaining procedures, such as action by extremists.

Labour observers are predicting that the Government will face a major clash with the trade unions if it attempts to implement changes that would deny unofficial strike leaders the same legal protection as unions. The minority view of five of the twelve commissioners suggests that the changes would be incompatible with the proposals made in this report for the reform of the collective bargaining system. The recommended changes in the law would make it illegal for an unofficial strike leader to try to get others to join in unless he were qualifying this with the instruction to the others to give the legally required notice of a strike, which in industry is usually seven days.

George Woodcock, General Secretary of the Trades Union Congress, said that the TUC would oppose the recommendations being accepted by the Government. Frank Cousins, General Secretary of the Transport and General Workers' Union, said, "It is surprising that the majority proposal to limit the protection of the 1906 Trades Disputes Act to officially registered unions could run so directly contrary to the common-sense and forward-looking view that the commission has taken in its general approach."

He was referring to the proposal that those who participate in unofficial action should be deprived of the immunities provided in the Act for those who commit certain torts in contemplation or furtherance of a trade dispute. This would mean that the strikers could be made civilly liable for conspiracy, for inducing breach of contract, and for intimidation. Thus, the report suggests, the employer might have a cause of action for conspiracy, and also for inducing breaches of contract against a workman who induced another to participate in a strike.

Wage Schedules Prepared In May

During May, the Department of Labour prepared 396 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 221 contracts in these categories were awarded. In addition, 287 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited, and the Departments of Defence Production, Fisheries, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in May for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	85	$1,175,224.00
Post Office	10	266,095.91

During May, the sum of $17,175.95 was collected from 21 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 291 workers concerned.

Laval's 23rd Industrial Relations Conference

Reappraisal of Canadian Trade Unionism

Reappraisal of Canadian trade unionism was the theme of the 23rd annual conference of the Industrial Relations Department of Laval University in Quebec City. Four hundred delegates attended the conference, at which seven experts delineated the theme, and 19 panelists discussed the issues and answered questions posed by the delegates.

The conference brought out that the objective for workers in today's society is to organize without becoming cut off from society, while ensuring that the individual will be free to lead a life that permits him political, economic and social fulfilment in the community.

Prof. Jean-Réal Cardin, Director of Laval's Industrial Relations Department, recalled the current demonstrations and other actions of North American trade unions — demonstrations and actions which, until recently, took place within the economic system in the form of demands.

He recalled also the efforts by trade unions to assert themselves, to have their bargaining rights acknowledged by management, and to have their individual rights recognized when management was making operational decisions concerning the running of the undertaking. This traditional trade union activity seems to have been a response to needs, he said. The methods used have been satisfactory up until now, but the changes within a post-industrial society require a new state of mind embodied in new structures.

Prof. Cardin's opinion was that the most striking aspects of our new industrial society are the immense progress of science, and the speed with which scientific discoveries are applied to accelerate productivity and economic growth. Society's behaviour has been greatly influenced by these factors, especially at the administrative level, where, thanks to electronics, efficiency has reached levels never before equalled.

From this new society, he said, there arises also a problem of redistribution of production. At this point, a program of community policies, established by government in close co-operation with management and labour, will give social security measures suited to needs, and will bring about control of prices and income, employment and manpower.

In the face of this expansion, from which the government and the undertaking want to obtain the maximum return, and in the face of this new arrangement for an industrial and post-industrial society, what should be the attitude and behaviour of trade unions, Prof. Cardin asked.

He stated that the traditional objectives of trade unionism must be pursued. Trade unionism must raise problems to the level of the entire economy. Job security, another traditional union objective, must be placed within the framework of a global manpower policy. It is therefore at the highest level of management of the government and of the enterprise that organized labour should maintain its relationships in order to be able to act as a pressure group.

Prof. Cardin challenged unions to be a kind of social conscience for those in power, to become involved in all the traditional and new sectors of employment, and to get from government and public opinion the representation that permits an efficient participation in the pursuit of objectives. Trade unions must extend and expand the education of their members by creating in each individual a professional conscience coupled with a keen sense of discipline at the work level as well as at the community level.

Economic Changes

Dr. Stuart M. Jamieson, Professor of Economics at the University of British Columbia, repeated observations he had made before a committee that was examining the structure of the Canadian Labour Congress. He posed two questions: To what extent do the present structure enable unions to achieve the objectives they are aiming for? and What changes would be necessary to remain at a high economic and social level in an ever-changing political, economic and social society?

Dr. Jamieson pointed out three economic changes likely to bring about changes in the structures of the trade union movement. The first is a new distribution of the labour force according to the vitality of the various primary, secondary and tertiary sectors. A second change is automation. The training of skilled teams, and the merging of capital and production in large economic complexes is becoming a serious jurisdictional problem for trade unions. Finally, the coming into action of government as producer, consumer and controller requires changes of a political and structural nature on the part of unions.

Dr. Jamieson then went on to analyze the impact of automation on union structures. Quoting other authors, he tried to show that automation destroys the traditional work groups. The new groups created by automation are not included in legislative measures. Moreoever, it seems that the majority of them are interested in creating an original union life outside the framework of their professional corporation. Hence, an active labour movement must obtain these legislative measures and adapt its framework to get into this new setting of professional trade unionism. An important development in that direction could even go so far as to reverse the traditional trend of development of industrial trade unionism to the advantage of craft or professional trade unionism.

To achieve this, Prof. Jamieson saw nothing less than the severance of international affiliations as a prerequisite to a serious beginning of a reform of trade union structures in Canada. If this severance were refused because of the new trends in trade union action, more jurisdiction would then have to be given to the

American management of international unions, and this would be to the detriment of their Canadian branches. Only a greater Canadian economic independence could favour a greater autonomy of Canadian trade union action, he warned.

Trade Union Democracy

To find out if one could speak of trade union democracy, Prof. Gérard Dion of Laval University first defined exactly the word "democracy," whatever form it may take throughout the world. For him, the very idea of democracy is epitomized in the right of persons to communicate among themselves and to participate in the activities of society.

On this last point, however, he discovered several sources of disagreement. The aim and degree of citizens' participation, and the mechanisms that may stimulate, restrain or destroy participation, are opportunities for actually altering the practice of democracy. The applications of this type of government or administrative organization to particular groups of society serve only to increase the ambiguities.

Whatever the criteria used to determine the presence or absence of democracy in the structures or operation of a union, one must take care not to consider trade union democracy as an unlimited enjoyment of all powers, Prof. Dion warned. True trade union democracy will be exercised in favour of the social advancement of the members, the maintenance of trade unionism and the reform of society.

An adjustment of trade union structures permitting dealings at the highest levels of State and business will not only give the necessary authority to trade unionism, but will also be reflected in the application of trade union democracy within the unions themselves. New types of communication and participation must be found to comply with the new techniques of information, education, promotion and defence of the worker. The traditional mission of trade unionism may very well combine with democracy and, through research, study and application, become a key factor in the development and equilibrium of our increasingly socialized society.

Worker Discontent

In her paper, Miss Evelyne Dumas, labour columnist for the *Montreal Gazette*, acknowledged the principle of trade union pluralism, because it allowed a choice. She then explained that trade union rivalries originated from the discontent of the workers themselves, which was so widespread that it disturbed the atmosphere of North American unions as a whole. The discontent was due to the conditions under which their work must be performed, she said.

Miss Dumas indicated that the action of certain trade union organizers, who care more for signing new members than for giving better quality service, together with the unilingualism of some negotiators working with primarily French-speaking employees, were contributing to the growth of animosity, and perhaps even revolt.

Miss Dumas quoted two cases in point that occurred in the Province of Quebec, at the Canadian Broadcasting Corporation and at Quebec Iron and Titanium. The bitterness of the struggle within these two undertakings caused deep concern among leaders as to the validity and constructive interest of inter-union dispute. A wish to come to an agreement was formulated purposely to create a common front against management in areas where the rivals had the same objectives.

Miss Dumas suggested two series of measures likely to reduce the frequency and soften the harshness of these rivalries. She called first of all for persons independent of unions to form an appeal court to decide upon the advisability or inadvisability of a change of allegiance. Secondly, she called for the signing of a typical agreement prescribing the methods to be followed by union officers to achieve a change of allegiance. Such an agreement would have value only inasmuch as each of the administrative levels of the unions accepted and respected the regulations, under penalty of being excluded from bargaining for each violation.

Lack of Research

Léo Roback, a lecturer in industrial relations at the University of Montreal, wondered whether the relation between organized and unorganized workers was favourable or unfavourable. The speaker attempted to see whether the results of trade union action on wages and working conditions were profitable to unorganized workers. In addition, he tried to show the effects of trade union activity in the development of labour legislation.

Recalling the contradictory opinions of economists concerning the trade union influence on wages, Mr. Roback said that he detected an almost general consensus on a short-term influence. The intensity of this influence, however, is hard to control because of the lack of elaborate research on this question When one considers the questions of hours of work, working conditions and special benefits, it becomes obvious that a trade union action has developed, has satisfied new needs for union members, and has helped to extend these policies to unorganized workers.

Mr. Roback then analyzed trade union organization in Quebec, which is found in two sectors — public and private. In the public sector, organization has been more rapid and has covered a greater area, he noted. In the private sector, it has been slower and will not improve much in the near future.

Bernard Solasse, Professor of Industrial Relations at Laval University, gave his opinions on economic democracy and unions or, more exactly, on union participation in the economic decisions of community life. This trade union action, an old objective of the movement, is centered around two particular sectors — the company enterprise and government. He admitted that, at the present time, the impact of trade union influence on the main decisions taken at the economic level in the company organization is relatively weak, because the main factors guiding the economic life of the enterprise escape study by unions and remain the right of management.

Union views directed at the Government are often expressed at administrative levels that do not reach the real centre of decisions, despite a certain form of political activity intended to influence the adoption of socio-economic policies by the Government.

According to Prof. Solasse, a more efficient way to make demands would require a transformation of trade union structures to give them means corresponding to those used by government and the business undertaking, to act more rapidly and competently. In actual context, however, such extensive community participation does not yet seem possible.

Political Action

Vincent Lemieux, a Professor of Political Science at Laval University, submitted two general questions to the convention delegates: What leads trade unionism to political action? and What are the main political means held by trade unions in the exercise of this political action?

Trade unionism, according to the objective it pursues, the support it enjoys, and the dynamism and solidarity of its members, is quickly led to take political action.

Mr. Lemieux admitted that, in European trade unionism, there is a longer and deeper tradition of trade union political activity. Here in Canada, and particularly in Quebec, the efforts of Canadian organized labour for political action have been limited to the traditional process of information. Examples he gave were: exchange of briefs with governments; press conferences to seize and hold opinion; street demonstrations; or even strikes in the public sector.

Mr. Lemieux attached much importance to a demonstration of political action in the local or regional units. He indicated that more exhaustive study of the traditional objectives and methods of trade unions should stir up new methods as well as broader and more precise objectives for political action.

Consumer, June 1968

The consumer price index (1949 = 100) increased by 0.3 per cent to 154.7 at the beginning of June from 154.2 at the beginning of May. It was 4.0 per cent higher than the June 1967 level of 148.8.

The food index increased by 0.3 per cent to 149.4 from 148.9. It was 3.2 per cent higher than in June 1967. Meat prices were generally higher; the price of beef rose by 2.5 per cent, and higher prices were also recorded for bacon, ham, chicken and fish. Fruit and vegetable price movements were mixed: potatoes, turnips, cabbage and apples were higher in price, and onions, tomatoes and bananas were lower. Among staple items, milk and bread prices increased in several cities, and butter and egg prices declined.

The housing index rose by 0.3 per cent to 157.6 from 157.1 and was 4.2 per cent above the June 1967 level of 151.2. Rents increased by 0.9 per cent. Home-ownership costs, by contrast, rose by 0.1 per cent. Among household operation items, utensils, furniture, floor coverings and textiles were slightly higher in price.

The clothing index increased by 0.4 per cent to 136.4 from 135.8. Men's and children's wear recorded price increases as many sale items returned to regular or higher prices.

The transportation index rose 0.5 per cent to 161.8 from 161.0. Higher train and bus fares accounted for much of the rise. Automobile operation costs remained unchanged as higher gasoline prices and service charges offset a slight decline in the price of new automobiles. The health and personal care index advanced 0.1 per cent to 197.9 from 197.8.

The recreation and reading index, at 174.2, and the tobacco and alcohol index, at 141.1, remained unchanged.

Group indexes a year ago in June were: food 144.8; housing (shelter and household operation) 151.2; clothing 132.5; transportation 158.2; health and personal care 190.7; recreation and reading 167.1; and tobacco and alcohol 128.1.

City Consumer, June 1968

Between May and June, consumer price indexes advanced in all 10 regional cities and city combinations, with increases ranging from 0.1 per cent in Montreal to 0.8 per cent in Edmonton-Calgary.

Food and housing indexes advanced in all regional cities except Montreal, where food prices declined by 0.8 per cent, and in Vancouver, where the housing index dropped by 0.1 per cent. Clothing indexes rose in all regional cities except Montreal, where it was unchanged.

Indexes for transportation, health and personal care, recreation and reading, each registered mixed movements, whereas the tobacco and alcohol components were unchanged.

Regional consumer price index point changes between May 1968 and June 1968 were as follows: St. John's +0.5 to 135.5; Saint John +0.7 to 150.0; Ottawa +0.6 to 153.6; Saskatoon-Regina +0.6 to 145.1; Winnipeg +0.6 to 149.9; Halifax +1.0 to 146.7; Montreal +0.2 to 152.2; Edmonton-Calgary +1.1 to 145.6; Toronto +0.7 to 156.2; Vancouver +0.3 to 148.3.

Wholesale, June 1968

The general wholesale index (1935-39 = 100) was 270.3 in June, 0.6 per cent higher than the May index of 268.7 and 2.3 per cent higher than the June 1967 index of 264.1. Seven of the eight major group indexes were higher, and one declined.

The animal products group index advanced 1.8 per cent to 294.4 from 289.3 on price increases for livestock and fresh and cured meats. An increase of 0.8 per cent to 230.9 from 229.0 in the vegetable products group index reflected higher prices for bakery products, grains, potatoes and tea, coffee and cocoa. The chemical products group index rose 0.6 per cent to 215.6 from 214.3 as a result of higher prices for soaps and detergents. An increase of 0.5 per cent to 259.1 from 257.8 occurred in the non-ferrous metals products group index on higher prices for silver.

Minor increases occurred in three major group indexes: textile products, 255.8 from 255.4; wood products, 364.9 from 364.0; and non-metallic mineral products, 206.3 from 206.1.

May 1968

The general wholesale index (1935-39 = 100) was 268.7 in May, 0.6 per cent higher than the April index of 267.2, and 1.9 per cent higher than the May 1967 index of 263.6. Six of the eight major group indexes were higher, one declined, and one was unchanged.

The animal products group index increased 1.5 per cent to 289.3 from 285.1 as a result of higher prices for livestock, fresh and cured meats, and milk and its products. In the vegetable products grou an increase of 0.4 per cent to 229.0 fro 228.0 reflected higher prices for potatoe sugar and its products, and vegetable oi

The wood products group advanc 0.4 per cent to 364.0 from 362.5 on high prices for fir, cedar and paperboard.

Higher prices for cotton fabrics we responsible for the increase of 0.3 p cent to 255.4 from 254.6 in the textil products group. The non-metallic minera products group index moved up slight to 206.1 from 205.6. The chemic products group index moved down 0 per cent to 214.3 from 215.1 on low prices for soaps and detergents.

Farm Products Prices

The index of Canadian farm produc at terminal markets (1935-39 = 100) a vanced 0.2 per cent to 259.8 from 259 in the three-week period May 31 to Ju 21. The animal products index increase 0.3 per cent to 329.1 from 328.1, and t field products index was unchanged 190.5.

U.S. Consumer, May 1968

The United States consumer pri index (1957-59 = 100) rose 0.3 per ce from April to May. The index in May w 120.3, which was 4.1 per cent high than a year ago.

Price increases recorded were: appar (including infants wear, sewing materia jewellery, and apparel upkeep n shown separately) 0.9 per cent; foo (including restaurant meals) 0.4 per cen housing 0.3 per cent; medical care 0 per cent; transportation 0.1 per cen reading and recreation 0.3 per cent; ar personal care 0.5 per cent.

British Retail, April 1968

The British index of retail pric (January 16, 1962 = 100) was 124.8 April 23, compared with 122.6 at Marc 19 and 119.5 at April 18, 1967.

The rise in the index during the mon was due mainly to higher prices ar charges for motor vehicle licences, petro cars, cigarettes and tobacco, wine spirits, school meals, and tomatoes.

The index for foods, the prices of whic are affected by seasonal variations, ro by about 2½ per cent to 125.1, compare with 122.1 in March. For the food grou as a whole, the index rose slightly 123.5, compared with 122.1 in March.

The housing index rose by less tha one per cent to 140.6, compared wi 139.5. There were rises in the avera levels of rents for unfurnished dwelling rates and water charges, and in charg for repairs and maintenance.

*On base June 1951 = 100.

The Status of Women in Pakistan

Women's Bureau

Many of the newly emerging countries are becoming more aware that the status of women within their societies is one of the national standards for measuring the social and economic development of their country.

The partition of India and Pakistan in 1947 brought a great upheaval and much suffering to the people. It had a tremendous impact on all women in Pakistan regardless of class. Their efforts to meet the challenge of settling and building a new country are signs of the strength of the Pakistani women. Today they continue to play an increasingly important role in the economic and social development of their country—but not without some resistance.

In Pakistan, as in nearly all other Asian countries, education, legal equality and political rights are now available to women. But these rights, which were obtained through much effort and perseverance, are meeting obstacles to their acceptance in everyday life. Traditional attitudes are prevalent and are likely to remain so for some time.

The "age old" concept that women should remain in the background is being counteracted, however, by the increasing opportunities that are becoming available to women to improve their standing in society. They, in turn, are taking advantage of these opportunities as best they can.

Education and Training

Education has proved to be the forerunner of women's emancipation in many countries and the strong force in the eventual equality of women. Higher education for girls and women is in great demand in Pakistan, and the Government is putting much effort into trying to provide educational facilities. The need for women teachers in primary and secondary schools has reached the crucial stage. The still-existent practice of purdah (the segregation of women) is partly responsible, because men teachers, by custom, do not teach girls beyond the third grade.

Women medical doctors also are high on the list of much-needed professional people, again because of custom. Where purdah prevails, only a woman doctor can minister to a female patient. The need for nurses and other persons trained in various branches of health services is always great. Although these professions are the choice of the majority of women who are seeking higher educational training, they are entering into other professional areas as well. Careers in law, journalism and other news media, and, more recently, science, are now being sought by Pakistani women.

Technological change is demanding increased numbers of technical training schools, but the opportunities for vocational training for girls are far below the demand. Trained personnel to teach in these schools and the additional buildings needed for the purpose are both in short supply.

TABLE 1

Women in the Non-agricultural Labour Force, 1961

Manufacturing	257,217
Personal services	152,749
Professional & technical workers	39,788
Sales workers	28,953
Construction workers & labourers	23,450
Forestry & fishing*	8,010
Clerical workers	5,553
Transport & communication	1,276
Mining & quarrying	205
Not classifiable	28,862
Unemployed	6,444
All occupations	552,507

*Includes some agricultural workers.

Labour Force Participation

Women constituted one-eighth of Pakistan's total labour force in 1961. Of all women 10 years of age and over, approximately 3,800,000, or close to 14 percent, were in the labour force. Of these, 85 per cent are engaged in agriculture. The total population is 93 million, according to the 1961 census.

During the 1950s, the number of women in the non-agricultural labour force rose substantially. The 1961 census noted the distribution of these female workers (10 years of age and over) as shown in Table 1.

Political Rights

The women of Pakistan were granted the right to vote in national elections in 1956, and they have the right to contest any seat in the provincial or central governments or local bodies. To encourage women's political participation, seats were reserved for women in all zonal assemblies, district boards and the central Parliament for ten years after the date of the constitution March 23, 1957. These seats would automatically fall to women after the elections should they not be adequately represented. This was designed to encourage women's full participation from the beginning and their continued interest in government affairs. In 1957, there were 23 women members of Parliament, and today women are holding important positions in various departments of the Government.

Women's Organizations

Pakistani women strongly support their numerous organizations, many with international affiliation. They send representatives to several United Nations commissions, seminars and organizations. The All Pakistan Women's Association (APWA) is a strong and effective organization. Formed in 1949, this non-partisan, non-sectarian movement is pledged to work for relief wherever it is needed, and to promote both national and international betterment of social, economic and cultural conditions, particularly where these affect women and children. Under the leadership of a group of influential and dedicated women volunteers, the association is seeking to promote all aspects of equal status for women. And there are many other equally active women's organizations, each working for improvements in the woman's role, whether it be in community affairs, professional or non-professional fields, or in some other specific area.

Delivering the goods the sure way are Arnold Coley (left), Montreal Manager of Brink's; and Jean Larivière, Business Representative, Local 931 — the prime initiators of a newly-established joint consultation committee. Unloading the truck are union stewards Peter Johnson and Terrence Greenslade, also members of the committee.

Compatibility via Committee

Labour-Management
Consultation Branch

The management and employees of Brink's Express Company of Canada Limited in Montreal are, by their own assessment, working well together. This, after several years of bitterness and distrust.

They like the new atmosphere, and want to maintain and strengthen it. And they believe they can tie down continuing good relations with the help of a formal program of labour-management consultation.

"We are materializing something that's already existing; we're making it official," explains Roméo Gérard, chief negotiator for Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

"The key to the program," adds John Walsh, Brink's general manager for eastern Canada, "is that we can carry on with regular discussion."

It was decided at an exploratory meeting in early May to set up a labour-management committee. The union and management representatives at the meeting agreed on a committee of five unionists and three persons from management.

Brink's, whose business is moving money and securities, has 25 branches across Canada and another 100 in the United States. The Montreal operation employs 300, including 100 part time.

Morale Was Low

It was only a few years ago that company and union were at odds. The difficulty was partly due to personalities and partly related to the unique operation of transferring funds, according to union and management spokesmen. Morale of the employees was low, and management-union confidence was lagging.

"In those years, we were hit with a series of costly holdups that upset the company and upset the men who were worried about personal security," says Jean Larivière, Local 931's business agent. "When we had a difference of opinion we took it to arbitration."

It was this same grim situation, however, that set the scene for attempts at better relations. In Mr. Larivière's words: "We said to ourselves: 'Let's see if we can go 50-50, instead of us both losing out'." Once the ice was broken and minds were opened up to listen to new ideas, the change to better relations was spurred on primarily due to the efforts of two men: Arnold Coley, Montreal Manager o Brink's, and Mr. Larivière.

Mr. Coley, who started with Brink as a guard, was named manager earl last year. "I knew morale was down," h says, "and I've been striving ever since t gain the confidence of the men."

Personal Contact

Mr. Coley's approach has been to buil up contact between employees and man agement. He meets each week with th shop stewards. He also sets up meetings of 35 to 40 men by classification (messen gers, drivers, guards, assistant cashiers "I told the men at these meetings that t was there to hear their problems."

Mr. Coley notes also that a 35-per-cen increase in full time personnel and new equipment helped restore employee con fidence.

Mr. Larivière, President of Local 93 for seven years, became its business agen in December 1966. His approach t developing joint consultation has been t explain away fear of the unknown. Som employees, for example, had though consultation would take away their right such as the grievance procedure.

Mr. Larivière, aided by Chief Stewar Terrence Greenslade and Assistant Stew ard Peter Johnson, used shop meeting and shop visits to explain the merits o joint consultation.

Mr. Larivière considers the Brink committee the first step toward joint con sultation involving other trucking com panies and Local 931.

The current contract between the loca and the Quebec Trucking Association In gives the two the right to discuss th possibility of forming a committee. Ther have been two meetings so far, and mor are scheduled.

Camille Archambault, Assistant to th President of the association, says th association and the union are investi gating the areas of discussion a committe could handle, and what its powers coul be.

Employers

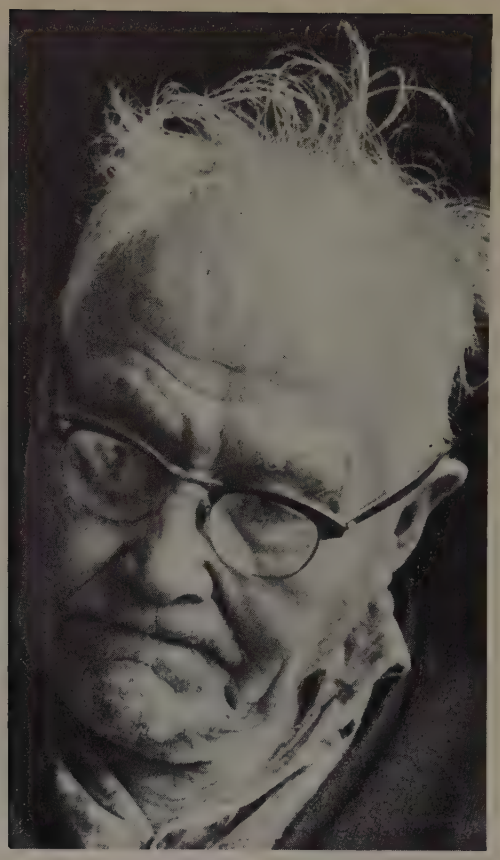
Mr. Archambault says the employee see the value of a committee. "We ar troubled with too many frivolous griev ances," he says. "Possibly with joint con sultation they could be settled sooner an at less cost." The association represent 1,200 trucking firms.

Mr. Larivière, whose local comprise 2,650 members, believes that the Brink committee is a pilot project in the Quebe trucking industry. "If we make it worth while at Brink's, we have a good chanc of success in the industry," he says.

This article is reprinted from the Jun issue of *Teamwork in Industry*, an industri relations bulletin published monthly by th Labour-Management Consultation Branch.

Ergonomics

What is it? What can it do? — Part II



NFB Photo

From management's point of view, the majority of workers in the age group over 0 perform their jobs satisfactorily, but re less adaptable and harder to fit into ew employment situations. This can eriously hamper a dynamic development f production.

This is a situation in which ergonomics, r job redesign, can be implemented to ncrease a worker's performance on the ob and to make the task easier for him o do. Although management may be eluctant to undertake a system of job e-engineering, it has not been proved that his is more costly than reassigning the lder worker to other tasks.

It must be understood that the effect of ging cannot be generalized; the productivity of all workers is not impaired as hey age. Rather, the differences between ndividuals of the same age become more narked as they grow older.

Among the factors making older workrs less adaptable are health considerations. Medical disabilities that must be aken into account in the placing of orkers become more frequent with increasing age. In addition, the degree of npairment of productivity depends rgely upon the nature of the older orker's tasks. Jobs in which this imairment is extensive include those that lace difficult demands upon older orkers.

Age changes will be most obvious in two types of work:

- tasks involving organized perceptual motor activity; and
- tasks involving physical work capacity.

Changes with age in a worker's capacity for organized perceptual motor activity will be reflected mainly in jobs that involve demanding visual or auditory activity, fine discriminations, especially under time-stress, or methods of conveying information or instruction that are unnecessarily complex, ambiguous or unnatural.

Age changes in physical work capacity are most likely to be reflected in the performance of older workers who are engaged in jobs that require occasional bursts of energy or effort that are higher than the maxima which the older worker has at his disposal, or jobs in which demands on energy expenditures are so continuous that the older worker is prevented from taking the short recuperative rest pauses he needs.

In addition to the obvious deterioration in hearing and acuity of vision that may accompany advancing age, less obvious changes occur. The capacity for making choices, especially in a complex situation, may decline as one grows older. This often overshadows loss of visual and auditory sensitivity in setting limits to skilled performance. Such difficulty is made worse by a work situation that forces the worker to make rapid choices. This is partly responsible for gross losses of productivity among older workers, accidents sustained by them, and equipment breakdowns due to time-stress caused by paced work. The potential of these workers can be maximized by reducing time-stress.

The following is a list of job features that are likely to cause special difficulties for older workers, but which might well be overcome by job redesign:

- excessive heat or humidity, atmospheric pollution, inadequate lighting and glare, or excessive noise in the working environment;
- design features causing prolonged stooping, bending or stretching, unsupported weight of tools, close visual or intense auditory activity, fine discriminatory activity, complex informational displays, narrow tolerances of accuracy, or hazards in the design and layout of equipment and the workplace likely to cause tripping or stumbling;
- uncontrolled work pacing, short-term memory requirements, short bursts of extremely heavy work, continuous heavy work, or low distribution of rest

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pauses in the organization of the work; and

• combinations of these features, which appear to call for job redesign.

Examples of these combinations include:

• continuous heavy work in hot environments;

• close visual work, or work requiring fine discriminations in badly lighted workplaces or in glare;

• continuous heavy work that is paced;

• complex informational displays that must be read at speeds outside the operator's own control;

• high levels of accuracy that must be maintained during paced work; and

• response to auditory instructions or signals in excessively noisy conditions. These conditions, although unsatisfactory for all workers, are especially so for older workers.

Need for Ergonomics

Unsatisfactory work conditions can be more than just an inconvenience. Evidence shows that older workers are less tolerant of environmental stress than younger workers. Although output may be only slightly affected by abnormal temperatures and polluted atmospheres, the possibility remains that continuous exposure to extreme thermal environments or respiratory irritants may accelerate and ultimately precipitate the onset of serious physical disorders.

Not all jobs are difficult for all older workers, however, nor do all older workers have difficulty with the same type of work. The susceptibility of older workers to accidents is significantly greater on some jobs than on others, especially in choice-type work, which is time-paced.

In general, older workers with below-par performances fall into four main groups:

• those who object to change and cannot adjust to it;

• those with medical restrictions;

• a few who "feel their age;" and

• those who at any age are individuals with low potential.

Obviously, there are many older workers who do not have any of the above difficulties, and whose performance will be as good as that of many workers who are years younger.

Favourable Characteristics

Although age can bring some undesirable physical changes, it can also bring character and personality changes of a positive nature, which in many cases more than make up for physical shortcomings.

In general, older workers are more stable and dependable, and have a great wealth of knowledge and experience to draw on. Evidence from research into personality changes accompanying age suggests that these changes are on the whole desirable.

For this reason, inspection work is particularly suitable to older persons, because it requires just those qualities that they are likely to possess: patience, a sense of responsibility, good judgment, a knowledge of materials and work, a feel for quality, and experience of the firm and its requirements. Inspection work is an example of work in which the performance of older workers may be not only equal but even superior to that of younger workers.

These same qualities of patience and responsibility can help to offset difficulties the older worker may have with retraining, because he is likely to persist at his studies until he overcomes his difficulties. All that may be needed to assist him is a slightly different structuring of lessons.

Wherever new or old skills can be broken down and structured into programmed learning sequences, the older worker can often master new skills and can be trained to play a valuable and important role.

Recent trends show that the need for more use of older manpower, and for increased and improved training programs to make these workers more productive, is likely to become more apparent in the near future. The availability of this manpower will depend not only upon retraining, but also upon extensive use of ergonomics. The science of job design must be applied both to existing jobs and to those to be created in the future.

More and more jobs are being created that call upon just those abilities that appear to deteriorate with advancing age. At the same time, many of the jobs to which it has been customary in the past to transfer older workers are ceasing to exist. It is possible that there may soon be neither sufficient younger workers to fill all the vacancies in the more demanding jobs nor sufficient suitable jobs to which older workers may be transferred.

To help combat this problem, a great effort must be made to eliminate the myths and prejudices concerning age that lead to the insufficient use of older workers and to an uneconomic waste of our manpower resources. When, in spite of a buoyant economy, a considerable proportion of the work force is unemployed or under employed, the problem of the older worker must be regarded as one part of the greater problem of manpower utilization.

This is the second half of a two-part article on the application of ergonomics to the problems of job placement for older workers. It is a condensation of material prepared under the sponsorship of the Organization for Economic Co-operation and Development.

Employment Review

For June

Employment advanced by an estimate 258,000 to 7,763,000 in June, and wa 196,000 higher than in the same perio a year ago.

The labour force, at 8,158,000, wa 287,000 higher than in May, and 299,00 or 3.8 per cent more than in June 1967.

Unemployment increased by 29,000 t 395,000 from 366,000 in May, and wa 103,000 higher than in June 1967.

Unemployment in June represented 4. per cent of the labour force, compare with 3.7 per cent in June 1967, and 3. per cent in June 1966.

The increase during the month in th labour force and in unemployment wa largely caused by the surge of studen entering the labour market at the end c the school term. Of the estimated 204,00 teen-agers who entered the labour forc during the month, 130,000 found job but a substantial number, 74,000, did no

Employment

Employment, at 7,763,000, rose b 258,000 between May and June. Th increase of 196,000 from June 1967 wa shared by all regions. The largest increas was in British Columbia, 5.5 per cen followed by Ontario, 3.4 per cent, Prairie 2.6 per cent, Atlantic, 1.3 per cent, an Quebec, 0.9 per cent.

Farm employment showed little chang between May and June. In non-farm industries, employment gains were widel spread. Manufacturing showed the large advance, 68,000. Increases were als recorded in construction, 45,000, com munity, business and personal service 38,000, transportation, storage and com munication, 28,000, public administra tion, 28,000, and forestry, 22,000.

Compared with a year ago, non-farm employment increased by 211,000. Th largest advance was in community business and personal service, 68,000 Other increases took place in trade 46,000, transportation, communicatio and other utilities, 30,000, and manu facturing, 26,000.

Unemployment

Unemployment, at 395,000, was 29,00 higher than in May, and was 103,00 higher than in June 1967. Of the 395,00 unemployed in June, 184,000, or 46 pe cent, were unemployed for less than month. Of the remainder, 109,000, o 28 per cent, were unemployed for one t three months, and 102,000, or 26 per cen for four months or more.

Certification and Other Proceedings Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for two days during June. It granted six applications for certification. During the month, the Board received twelve applications for certification and two requests for the review of earlier decisions. It allowed the withdrawal of six applications for certification and one application for revocation.

Applications for Certification Granted

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Curry Moving & Warehousing Ltd., Ottawa, Ont. (L. G., July, p. 410).

2. Public Service Alliance of Canada, on behalf of a unit of clerical employees of the National Harbours Board engaged in its operations at the Port of Quebec (L. G., July, p. 411).

3. United Brotherhood of Carpenters and Joiners of America, Local 2499, on behalf of a unit of carpenters employed by Northern Mining Contractors Limited, Whitehorse, Y.T. The International Association of Machinists and Aerospace Workers had intervened (L. G., July, p. 411).

4. International Union of Operating Engineers, Local 115, on behalf of a unit of employees of Canada Bridge Ltd., Whitehorse, Y.T. (L. G., July, p. 411).

5. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of the City of Whitehorse, Whitehorse, Y.T. Maxine Smith, *et al.* (office employees) and John Fleury, *et al.* (firefighters) had intervened (L. G., July, p. 411).

6. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by General Enterprises Limited, Whitehorse, Y.T. (L. G., Aug., p. 481).

Applications for Certification Received

1. United Steelworkers of America on behalf of a unit of employees employed in the Yukon and Northwest Territories by Cameron McMynn Ltd., Vancouver, B.C. (Investigating Officer: D. H. Cameron).

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of licensed engineers employed by Upper Lakes Shipping Ltd., Trans-Lake Shipping Limited and Island Shipping Limited, Toronto, Ont. (Investigating Officer: H. A. Fisher).

3. Canadian Marine Officers' Union on behalf of a unit of licensed engineers employed by Agence Maritime Inc., Quebec, P.Q. (Investigating Officer: G. R. Doucet).

4. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Tank Truck Transport Limited, Rexdale, Ont. (Investigating Officer: H. A. Fisher).

5. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of licensed personnel employed by M.I.L. Tug and Salvage Limited, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

6. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by M.I.L. Tug and Salvage Limited, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

7. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of shore employees employed by M.I.L. Tug and Salvage Limited, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

8. Brotherhood of Locomotive Firemen and Enginemen on behalf of a unit of locomotive engineers employed by The Chesapeake and Ohio Railway Company, St. Thomas, Ont. (Investigating Officer: K. Hulse).

9. Office and Technical Employees' Union, Local 15, on behalf of a unit of clerical employees employed at various terminals by Canadian Freightways Limited, Calgary, Alta. (Investigating Officer: C. M. Gilmour).

10. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of drivers employed by Conrad Brothers Limited, Dartmouth, N.S. (Investigating Officer: D. T. Cochrane).

11. International Union of District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of employees of Central Mortgage and Housing Corporation (Habitation Orléans and Bellerive Apartments), Ville Mont-Royal, Montreal, Que. (Investigating Officer: G. R. Doucet).

12. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers employed by The Royal Bank of Canada, Main Office, Ottawa, Ont. (Investigating Officer: P. Stoochnoff).

Applications for Certification Withdrawn

1. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Public Markets Limited, St. Boniface, Man., respondent (L. G., May, p. 276).

2. Beverage Dispensers & Culinary Workers' Local 835, of the Hotel, Motel and Restaurants Employees' and Bartenders' International Union, applicant, and Y. & T. Industrial Restaurants Ltd., Whitehorse, Y.T., respondent (L. G., July, p. 411).

3. Beverage Dispensers & Culinary Workers' Local 835, of the Hotel, Motel and Restaurant Employees' and Bartenders' International Union, applicant, and Regina Hotel, Whitehorse, Y.T., respondent (L. G., July, p. 411).

4. International Union of Operating Engineers, Local 115, applicant, and Yukon Enterprises Ltd., Whitehorse, Y.T. respondent (L. G., Aug., p. 481).

5. Retail Clerks Union, Local 401, Retail Clerks International Association, applicant, and Canadian Freightways Limited, Edmonton, Alta., respondent (L. G., Aug., p. 481).

6. United Steelworkers of America, applicant, and Cameron McMynn Ltd., Vancouver, B.C., respondent, (see also Applications for Certification Received, above).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Requests for Review under Section 61(2)

1. The Board received a request for review from the Canadian Brotherhood of Railway, Transport and General Workers seeking amendment of the certificate issued by the Board on December 28, 1962, which certified the union as the bargaining agent for a system-wide unit of employees of the Canadian National Railways. The application involved a proposed variation in the certificate to include a recently integrated carload and express claims office in Toronto in substitution for the former office of the freight claims agent (Investigating Officer: P. Stoochnoff).

2. The Board received a request from Anvil Mining Corporation Limited, Whitehorse, Y.T., for review of the certificate issued by the Board on May 14, 1968, which certified the United Steelworkers of America, Local 1051, for a unit of employees employed in the Faro camp, Rose Creek, Vangorda area of the Yukon Territory. The application pertained to certain monthly-rated positions included in the unit that the Board found appropriate for collective bargaining.

Application for Revocation Withdrawn

1. C. R. Raftery, *et al.*, applicants Consolidated Denison Mines Limited (now Denison Mines Limited), Elliot Lake, Ont., respondent, and International Union of Operating Engineers, Local 796 respondent (L. G., Aug., p. 481).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. National Harbours Board, Saint John, N.B., and Public Service Alliance of Canada (National Harbours Board Police Association) (Conciliation Officer: D. T. Cochrane).

2. National Harbours Board, Halifax, N.S., and Public Service Alliance of Canada (National Harbours Board Police Association) (Conciliation Officer: D. T. Cochrane).

3. Quebec Paper Sales and Transportation Co. Limited, Donnacona, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet).

4. Davie Transportation Limited, Montreal, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet).

5. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924, United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

6. Trove Transport Limited (Maintenance Division) Ottawa, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse).

7. Kingsville Cartage Company Limited, Kingsville, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

8. Clarke Traffic Services, Montreal, Que., and Local 14273, District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet).

9. Clarke Traffic Services, Montreal, Que., and Local 14274, District 50, United Mine Workers of America (Conciliation Officer: G. R. Doucet).

10. Outfitters Incorporated Limited, Corner Brook, Nfld., and Asbestos Workers Union, Local 1612, CLC (Conciliation Officer: W. J. Gillies).

11. Northern Industrial Carriers Limited, Edmonton, Alta., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

12. TransAir Limited, St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (Conciliation Officer: A. E. Koppel).

Settlements by Conciliation Officers

1. Canadian Pacific Air Lines Limited (technician group IV, lead port steward and port steward, planning clerk II and III, clerk I to IV and librarian) Vancouver International Airport, and Lodge 764, International Association of Machinists and Aerospace Workers (Conciliation Officer: D. S. Tysoe) (L. G., March, p. 156).

2. National Harbours Board, Saint John, N.B., and Public Service Alliance of Canada (National Harbours Board Police Association) (Conciliation Officer: D. T. Cochrane) (See above).

3. National Harbours Board, Halifax, N.S., and Public Service Alliance of Canada (National Harbours Board Police Association) (Conciliation Officer: D. T. Cochrane) (see above).

4. Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Lodge 1763, International Association of Machinists and Aerospace Workers (Conciliation Officer: W. J. Gillies) (L. G., Aug., p. 482).

5. Central Mortgage and Housing Corporation, and Public Service Alliance of Canada (head office stationary engineers) (Conciliation Officer: J. S. Gunn) (L. G. Aug., p. 482).

6. Buffalo and Fort Erie Public Bridge Authority, and Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae (L. G., Aug., p. 482).

7. B.C. Air Lines Limited, Vancouver International Airport, and Local 234 Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L. G., July, p. 412)

8. Inspiration Limited, Edmonton Alta., and Local 7288, United Steelworkers of America (Conciliation Officer D. H. Cameron) (L. G., July, p. 412).

9. Robin Hood Flour Mills Limited Montreal, Que., and *Le Syndicat National des Employées de Robin Hood Flour Mills Limited (CSN)* (Conciliation Officer R. L. Fournier) (L. G., July, p. 412).

10. The Toronto Harbour Commissioners, and Local 186, Canadian Union of Public Employees (Conciliation Officer T. B. McRae) (L. G., July, p. 412).

11. Western Ontario Broadcasting Company Limited (CKLW-TV-AM-FM Windsor, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae (L. G., June, p. 343).

12. Mc Allister Towing Ltd., Montreal Que., and Seafarers' International Union of Canada (Conciliation Officer: G. R Doucet) (L. G., June 1967, p. 364).

13. Zenith Transport Ltd., North Burnaby, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron (L. G., Aug., p. 483).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Conciliation Boards Appointed

1. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (L. G., Aug., p. 482).

2. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers International Union, Local 9-14 (L. G., Aug., p. 482).

3. Nordair Limited, Montreal, Que., and Lodge 2309, International Association of Machinists and Aerospace Workers (L. G., July, p. 412).

4. Northland Navigation Co. Ltd., Vancouver, B.C., and the Seafarers' International Union of Canada (L. G., June, p. 343).

5. Quebecair, Montreal, Que., and the International Association of Machinists and Aerospace Workers (L. G., Aug., p. 482).

6. Canadian Broadcasting Corporation and National Association of Broadcast Employees and Technicians (TV watchmen, Montreal, Que.) (L. G., June, p. 343).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in May to deal with a dispute between TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (L. G., Aug., p. 483) was fully constituted in June with the appointment of Dr. W. Steward Martin, Q.C., Winnipeg, as chairman. Dr. Martin was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Henry B. Monk, Q.C., and union nominee A. A. Franklin, both of Winnipeg.

2. The Board of Conciliation and Investigation established in May to deal with a dispute between Rio Algom Mines Limited (Nordic Mine and Quirke Mine) Elliot Lake, Ont., and United Steelworkers of America (L. G., Aug., p. 483) was fully constituted in June with the appointment of T. C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee David Churchill-Smith, Toronto, and union nominee Drummond Wren, Agincourt, Ont.

Board Reports Received

1. Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Locomotive Firemen and Enginemen (L. G., May, p. 278).*

2. Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions and Newfoundland) and Brotherhood of Locomotive Firemen and Enginemen (L. G., March, p. 157).‡

3. Federal Grain Limited, Manitoba Pool Elevators, McCabe Grain Company Limited, National Grain Company Limited, Parrish & Heimbecker, Limited, N. M. Paterson & Sons, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited, and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., Aug., p. 483).†

Settlement before Board Constituted

Ogilvie Flour Mills Co. Limited, Montreal, Que., and the National Syndicate of Employees of Ogilvie Flour Mills Co. Limited (CNTU) (L. G., July, p. 412).

Settlement before Conciliation Board

McAllister Towing Ltd., Montreal, Que., and Canadian Marine Officers' Union.

Strike Action

1. The St. Lawrence Seaway Authority (Operational Maintenance Group, Construction Branch, Cornwall Headquarters Bargaining Unit) and the Canadian Brotherhood of Railway, Transport and General Workers (strike commenced June 21) (L. G., Aug., p. 483).

2. Northern Telephone Limited, New Liskeard, Ont., and the Communications Workers of America (strike commenced June 3) (L. G., Aug., p. 483).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

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*Full text in Supplement No. 3, 1968.

†Full text in Supplement No. 4, 1968.

‡Full text in Supplement No. 2, 1968.

Legal Decisions Affecting Labour

The Nova Scotia Supreme Court (Appeal Division) has set aside the award of a non-statutory board of arbitration on the grounds that it was a denial of natural justice.

Legislation Branch

The Appeal Division of the Nova Scotia Supreme Court, on February 13, 1968, granted a motion to set aside the award of an arbitration board to which a grievance—dealing with the dismissal of three employees after a train collision—had been submitted under the collective agreement between a railway company and a union, whose relations were governed by the Industrial Relations and Disputes Investigation Act (Revised Statutes of Canada, 1952, c. 152; see Sec. 19). The chairman of this arbitration board did not disclose that he had also served as chairman of a board of referees on the unemployment insurance aspect of the dismissal cases.

The railway company had applied for a writ of *certiorari* to quash the arbitration award, but the Court below dismissed the application, because the parties involved were not required by statute to resort to this means of settlement (L. G., March, p. 159). The appeal of this decision was not allowed by the Appeal Division for the same reason.

The Appeal Division also dealt with a motion made by the railway company to set aside the arbitration award on the grounds that a bias on the part of the chairman of the board constituted a denial of natural justice. The motion was granted and the award set aside, because the chairman had not disclosed his involvement in the earlier decision of the board of referees on another aspect of the case; this was the basis for apprehension of bias constituting a denial of natural justice.

There was a head-on collision between two trains of the Cumberland Railway Co. (Sidney and Louisburg Division) on September 17, 1966. After an inquiry into the accident was held, three crew members of one of the trains were dismissed from their employment.

Two of those dismissed applied for benefits under the Unemployment Insurance Act (Statutes of Canada, 1955, c. 50). By the provisions of this Act, a person is disqualified from receiving benefits if he has lost his employment by reason of his own misconduct, or has voluntarily left employment without just cause (Sec. 60(1)); a period of disqualification, not exceeding six weeks, is determined by an unemployment insurance officer, a board of referees, or an umpire (Sec. 62). The insurance officer, before whom the claims of the two dismissed employees were made, decided on October 14, 1966 that both were disqualified, because both had lost their employment "for cause within the meaning of the Act"; benefits were suspended for a three-week period.

The decision to suspend unemployment insurance benefits was appealed to a board of referees by the two employees affected. A board, chaired by Mr. Charles J. O'Connell, heard the appeals on December 12, 1966. It found that both men had been fired merely because an accident took place, and therefore concluded that the two men did not lose their employment by reason of their own misconduct. The decisions on both appeals were signed by Mr. O'Connell and the two other board members.

Meantime, Lodge 684 of the Brotherhood of Railroad Trainmen, together with the Cumberland Railway Co., had been following grievance procedures in the matter of the dismissal of the three employees. In a letter dated October 27, 1966, the union notified the company that it had appointed a union representative for an arbitration board. The company informed the union in a letter dated November 8, 1966, that it too had appointed a representative for arbitration. Subsequently, the Minister of Labour appointed Mr. Charles J. O'Connell as chairman of the board of arbitration.

The board met during February and March 1967. A split decision of the board, delivered on April 10, 1967 allowed the union's grievance on behalf of the three employees, and reinstated them with back pay. The majority of the board was made up of the chairman O'Connell, and the union appointee.

At no time before or during the proceedings of the board of arbitration did Mr. O'Connell disclose that he had acted as chairman of the board of referees on the unemployment insurance aspect of this dismissal case. The company had no knowledge of the proceedings before the board of referees until March 16, 1967, at which time a company official heard a rumour to that effect from an employee. It was not until April 12, 1967 that the rumour was confirmed—two days after the arbitration award was made.

Application for Certiorari

The company applied to the Nova Scotia Supreme Court for a writ of *certiorari* to quash the award of the board of arbitration. The Court, Mr. Justice Coffin presiding, said that *certiorari* does not lie against an arbitration board to which a grievace has been submitted under a collective agreement between an employer and a union whose relations are governed by the Industrial Relations and Disputes Investigation Act. Such a board of arbitration is a private tribunal set up by the parties themselves and not by the legislature. Because it is not a statutory tribunal to which the parties must by law resort, the decision of such an arbitration board is not amenable to *certiorari*. Mr. Justice Coffin therefore dismissed the application (L. G., March, p. 159).

The company appealed this decision to the Appeal Division of the Nova Scotia Supreme Court. Speaking for the Division, Mr. Justice McKinnon substantially agreed with Mr. Justice Coffin's decision to deny *certiorari*. The company's appeal was dismissed.

Denial of Natural Justice

Shortly before the Appeal Division heard the appeal from Mr. Justice Coffin's decision to deny *certiorari*, the company moved for the intervention of the Court to set aside the award of the board of arbitration on the grounds that there had been a denial of natural justice. The company submitted that the issue before

he board of arbitration—whether there was just cause for dismissal—was precisely he same as the issue before the board of eferees, and that Mr. O'Connell, who had already dealt with the issue that was efore the board of arbitration when he cted as chairman of the board of referees, at as chairman of the board of arbitration nd acted throughout in that capacity, nd rendered a decision without revealing o the parties his prior involvement on he board of referees. This, the company aid, was a denial of natural justice that ntitled the company to relief by the Court.

Two objections to the company's submission were made in Court by the union. The union argued, first, that the motion o set aside the arbitration award was out of time." It said that, although neither the Arbitration Act (Revised Statutes of Nova Scotia, 1967, c. 12) nor he Rules of Court in Nova Scotia set a pecific time for moving to set aside an rbitration award, such a motion must be rought within a reasonable time from he date of the award. Supported by a omment in a legal textbook, the union uggested that a reasonable time would e six weeks.

Mr. Justice McKinnon answered by aying that there was no such provision n the Statutes of Nova Scotia; he therefore looked to Nova Scotia Court decisions to determine what would be a easonable time to allow for making such notions. In *Silver et al. v. McCulloch*, 1870) 8 N.S.R. 104, the principle used as that "if the objection be not taken or more than a year after the time of the naking of the award, it will not be entertained and the award will stand."

In the case at bar, there had been a apse of less than three months between he arbitration decision on April 10, 1967 nd the application for *certiorari* on uly 4, 1967. While the appeal of Mr. ustice Coffin's dismissal of the *certiorari* pplication was pending, the company ave notice on November 16, 1967 conerning motion to set aside the award ecause there was a denial of natural ustice—a lapse of more than seven nonths. In view of the *certiorari* proeedings in the meantime, and keeping in nind the *Silver et al. v. McCulloch* case, Mr. Justice McKinnon found no unreasonable delay in the move by the ompany to set aside the award.

The second objection by the union was hat the company was not entitled to ave the arbitration decision set aside ecause of legal bias on the part of the hairman of the board of arbitration.

Considering this objection, Mr. Justice McKinnon found that Mr. Charles J. O'Connell, as chairman of the board of eferees under the Unemployment Insurnce Act, had the same facts before him then as he had when he served as chairman of the board of arbitration. The union had argued that the questions to be determined in each instance—"misconduct" before the board of referees, and "just cause for dismissal" before the board of arbitration —were unrelated. This would mean that the material matters and proceedings before each board were different. Mr. Justice McKinnon did not agree. He said:

> It appears to me that, although the results consequent on the finding of each board were to be different, if the charges were considered proven, in essence the charge considered by the board of referees was the same as that adjudicated on by the board of arbitration, namely, misconduct on the part of the persons involved. The evidence may have been more comprehensive in one case than the other, but, in substance, it was the same evidence.

Mr. Justice McKinnon was of the opinion that Mr. O'Connell was in a position analogous to that of "a Judge who sits as a member of a Court which is trying an appeal from his own decision". By way of explanation, Mr. Justice McKinnon went on to say:

> The chairman [Mr. O'Connell], on the hearing of the arbitration issues, knew most of the matters considered by him in making his original determination on the board of referees. He can hardly be expected to exclude from his mind and give fair consideration to whatever evidence or argument was presented to the board of arbitration. The chairman, by the decision of the board of referees, dated December 12, 1966, had already indicated his view of the issues which came before the arbitration board, and it would only be human for him to support this attitude in the latter tribunal. It was wrong for him to take part in the arbitration proceedings, or he should have done so only after a full disclosure to the parties of his previous involvement and only after they had consented to his so acting.

In the case of *Regina v. Alberta Securities Commission, Ex parte Albrecht* (1962) 36 D.L.R. (2d) 199; (1962) 38 W.W.R. 430, Mr. Justice Riley of the Alberta Supreme Court cited the principle found in the British case of *Regina v. Sussex Justices, Ex parte McCarthy*, (1923) All E.R. Rep. 233, that "justice should not only be done, but that it should also be manifestly seen to be done."

In *Szilard v. Szasz*, (1955) 1 D.L.R. 370; (1955) S.C.R. 3, one of the leading Canadian cases on bias as a ground for disqualification of an arbitrator, Mr. Justice Rand of the Supreme Court of Canada said:

> From its inception, arbitration has been held to be of the nature of judicial determination and to entail incidents appropriate to that fact. The arbitrators are to exercise their function not as the advocates of the parties nominating them, and *a fortiori* of one party when they are agreed upon by all, but with as free, independent, and impartial minds as the circumstances permit. In particular they must be untrammelled by such influences as to a fair-minded person would raise a reasonable doubt of that impersonal attitude which each party is entitled to.

This principle had been expressed in a number of British and Canadian cases. After summarizing several of these cases, Mr. Justice Rand commented that "it is the probability or the reasoned suspicion of biased appraisal and judgment, unintended though it may be, that defeats the adjudication at its threshold. Each party, acting reasonably, is entitled to a sustained confidence in the independence of mind of those who are to sit in judgment of him and his affairs." He added that this is especially the case where the party has agreed to the arbitrator selected, and he further held that, in such cases, it is sufficient that there be a basis for a reasonable apprehension that the arbitrator would not act in an impartial manner; most probably, if the facts were disclosed, one party would refuse to accept that arbitrator.

In the case at bar, Mr. Justice McKinnon said:

> . . . . it is not suggested, nor is it indicated that Mr. O'Connell did anything that was intentionnaly wrong, but he should have revealed to the parties involved that he had sat as chairman of the board of referees when the evidence of the train collision, and the attendant circumstances, was then considered and a determination made. Had he done so, it is my belief that the applicant herein [the Company] would have concluded that there was a basis for a reasonable apprehension of his so acting as chairman of the board of arbitration. In my opinion, it is a probability, if not a certainty, that had the applicant [Company] been made aware of these facts, it would have refused to accept him as an arbitrator, and it would have been justified in so doing.

Arbitration Award Set Aside

Mr. Justice McKinnon found that there was legal misconduct on the part of the chairman of the board of arbitration concerning the grievance of the three employees dismissed by the Cumberland Railway Co. Consequently, the award of the Board was set aside. *Regina v. Board of Arbitration, Ex parte Cumberland Railway Co.* (1968) 67 D.L.R. (2d) Part 2, p. 135.

Decisions of the Umpire Under the Unemployment Insurance Act

CUB 2754

The claimant applied for benefit in May 1966, and reported that he had been employed as a spray painter from June 1965 to May 1966.

He subsequently filed a renewal application in October 1966, and indicated that he was last employed as a "wheel abrator" from August 1966 to October 1966.

The claimant continued to receive benefit until March 1967, when he was interviewed by an officer of the Commission, who recorded that the claimant had worked two days in February but had neglected to report this.

A further interview took place with the claimant, at which time he signed the following declaration:

> . . . I worked two days . . . in February, 1967 . . . This was not reported by me, as my wife fills out my Postal Claimant's Reports after I sign them. She has been doing this ever since I went on claim. I am separated from my wife and have not lived with her since last summer . . . She phones me whenever I have any mail waiting for me. Approximately five weeks ago I fell and dislocated my shoulder and subsequently had an operation on my right shoulder . . . The doctor has not indicated . . . when I will be capable of working.
>
> My claimed dependant is residing with my wife to whom I give . . . at least $20.00 per week toward the support of her and our two children.
>
> The company hired me for only two days, so I would qualify for Ontario hospitalization. I was three months in arrears, and they paid this for me. I could not do my job . . . because of my shoulder injury, and I only went back to work . . . so I could qualify for Ontario hospitalization and have the operation on my shoulder. The company will rehire me as soon as my shoulder is recovered.
>
> I was fired . . . last May, but the union local . . . had this straightened out for me, and I won an award . . .

The local office asked the company to supply information regarding the two days employment that the claimant allegedly had in February 1967, the reason for termination at that time, whether he had been reinstated in his employment, and if he had received an award for wrongful dismissal.

The Company replied that the claimant had been employed there until his discharge in May 1966. After an arbitration hearing, he was reinstated without compensation, reported for work in February 1967, and advised the company that he was scheduled for admission to hospital two days later for a shoulder operation.

The company had stated that it would reinstate the claimant after his convalescence, when he was fit for work. After further discussion, he had produced a doctor's certificate stating he could work, and the company hired him as a painter for one day.

When the claimant reported to hospital the next day, he was told that there was no bed for him. Consequently, he worked until noon the next day, when he went on sick leave for the operation on his shoulder. The company added that he had returned to full-time employment three months later.

The insurance officer notified the claimant in May 1967 that he was disqualified from receiving benefit for as long as his incapacity would continue, as he had "ceased to work by reason of illness."

The officer commented in his submission to the board of referees: "It has been established that the claimant returned to employment on February 20, 1967, worked part of that day, all day on February 21, 1967 and until noon on February 23, 1967 when he separated to enter hospital for surgery on his shoulder. In accord with Section 66 of the Act, a claimant is disqualified from receipt of benefit from the day on which he ceases to work or loses his employment by reason of illness, injury, or quarantine, until he establishes that he has recovered and is again able to work."

The insurance officer's decision created an overpayment of benefit in the amount of $363. A determination of earnings was also made in respect of the week commencing February 19, 1967, but this decision was not appealed. The claimant's entitlement to the dependency rate of benefit was also investigated, but this was resolved in his favour.

Upon examining the claimant's fil again, the insurance officer notified hi as follows:

> In your declaration(s) in respect week(s) commencing February 19, 196 respectively, you stated or represente that you had no earnings. Also, fro February 22, 1967, and subsequentl you stated or represented that you we ready, willing and able to work c each day.
>
> My information is that you knew tha your statement(s) or representation(in connection with your claim for ben fit was (were) false or misleading an as in my opinion you have committe an offence against . . . the Act, disqualification . . . is therefore impose in the amount of $198. This amoun can only be liquidated by means deductions from the weekly benefi which would otherwise be payable t you on or after June 11, 1967, and is addition to any overpayment of whic you have been or may be notified as result of the redetermination of you entitlement to unemployment insuran benefit in respect of the week(s) me tioned above . . .

The claimant appealed to the board referees. The case was heard in Augu 1967. The claimant, who was present, w represented by a staff representative his union local. The board unanimousl maintained the insurance officer's d cisions and dismissed the appeal. Th claimant's union then appealed to th Umpire.

Considerations and Conclusions

The Umpire quoted Section 66 of th Unemployment Insurance Act as follows

> No person who has become en titled to receive benefit and subs quently, while he otherwise continue to be so entitled, becomes incapable work by reason of illness, injury quarantine, is disqualified from re ceiving benefit by reason of such illnes injury or quarantine, but an insure person who has lost his employmen or has ceased to work by reason illness, injury or quarantine is dis qualified from receiving benefit for th duration of the illness, injury quarantine.

The Umpire stated that the claiman was actually employed and working wit his employer when he ceased to work i order to enter hospital for an operation He was, therefore, under Section 66 the Act, subject to disqualification fro receiving benefit.

The Umpire added that he could no accept the claimant's explanation that h did not knowingly make false statement for the purpose of obtaining benefit.

The Union's appeal was dismissed.

Cases Nos. 110 to 113

Canadian Railway Office of Arbitration Releases Decisions in Four Disputes

Four separate disputes, concerning claims by yardmen that they were not called to fill temporary vacancies, an interpretation of a personnel circular on wages, two conductors' claims for deadheading, and conductor's and crew's claim for final terminal time, were dealt with by the Canadian Railway Office of Arbitration at hearings in Montreal on June 11, 1968.

The arbitrator disallowed the claims in all cases. Summaries of the four cases, Nos. 110, 111, 112, and 113 follow.

CASE No. 110

Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen over claims submitted by yardmen who were not called to fill temporary vacancies.

Three yard crews at Trenton, Ont., were declared "reducible" according to an agreement between the railway and the company on January 15, 1968, which meant that each crew from then on would have one yard foreman and one helper. Up to that time there had been a foreman and two helpers assigned to each crew. The second helper having a seniority date prior to December 15, 1966, became, according to a clause of the agreement, "protected" yardman.

On seven occasions between January 18 and January 22, a regularly assigned yardman, who had applied for helper's position on one of the reducible crews, was absent, and on each occasion the helper's position was not filled, but was manned by the foreman and one helper.

The seven claimants stated that they had been available for duty, but had not been called. Subsequently they submitted claims for eight hours at the penalty overtime rate, but the claims were declined by the company.

The brotherhood alleged that, in declining the claims and in not filling the vacancies, the company had violated an article of the collective agreement. They based their argument on the fact that Trenton Yard was not among those cited by the company in the original agreement as having only one foreman and one helper.

They argued also that it was only when an assignment had been reduced according to two provisions of the agreement that the company could order a crew to work with fewer than two helpers in Trenton Yard. They contended that the temporary absence of one of the helpers did not mean the discontinuance of the position, and that, under a third clause, no special bulletin had been posted inviting applications from "protected" yardmen.

The company stated that, when it had been determined that a crew could be reduced, the second helper position became redundant, and did not have to be filled unless claimed by a "protected" yardman. If a protected yardman applies for the position and becomes ill, the position need not be filled temporarily. The company contended further that the filling of redundant positions at the overtime rate of time and one half by men already earning their pay on regular jobs was beyond comprehension.

The arbitrator stated that, when the bulletin had been posted confirming that the three crews were reducible, the second helper position should have been considered redundant. He said that there was nothing in the agreement to suggest that a redundant position had to be filled during the absence of the protected yardman who had claimed it. "It reverts temporarily to its declared status, namely, a yard that may be operated with a foreman and one helper."

He contended further that, according to another clause of the agreement, protected yardmen could only fill redundant positions if their regular assignments had been abolished. The claimants in the dispute could not justify their claims on this basis.

Of pivotal importance, he concluded, was the fact that Trenton Yard had now been added to the list of yards having reducible crews. For these reasons, the claims were disallowed.

CASE No. 111

Dispute between the Canadian Pacific Railway Company and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim resulting from the application of a personnel circular on wages.

The dispute arose when rates of pay for employees working in several railway departments continued to be subject to the provisions on a circular dated October 5, 1966.

When collective bargaining and negotiations were well under way for about 2,000 railway employees, the brotherhood discovered that their wage rates over the years were determined more or less unilaterally by individual department heads. This meant that the position rates established in different departments did not reflect a proper comparative rate structure between departments where equal rates were paid for similar duties and responsibilities.

The parties then agreed that it was not feasible to prepare one comprehensive collective agreement covering all of the

employees, so they decided to freeze the wage rates until a wage study, expected to take many months, was completed. As the parties had both agreed that existing wage rates would be frozen, it was necessary to draft a memorandum of understanding that would keep provisions concerning wage rates separate and apart from those concerning working conditions.

The separate provision on wages reads: "Until this memorandum is superseded by a collective agreement covering employees in a classification to which this memorandum applies, said employees will be paid at their wage rates in effect on the date of signing, subject to whatever general wage increases may be applied to clerical employees at the said office of the Regional Accountant, Merchandise Services, Winnipeg, and subject also to the application of step rates currently in effect."

The brotherhood interpreted the word "step rates currently in effect" to mean the step rates currently being used in the Winnipeg office. The Winnipeg agreement provides that:

- clerks with less than six months experience would receive $30 per month less than the scheduled rate;
- clerks with over six months and less than one year's experience would receive $20 per month less than the schedule rate; and
- clerks with over one years and less than eighteen months experience would receive $10 per month less than the scheduled rate.

The brotherhood claimed that the company, in agreeing, on January 5, 1967, to delete references to step rates for employees with less than two years experience from proposals issued by them on November 16, 1966, conveyed that the step rates of pay used in the Winnipeg office applied to clerks with less than 18 months experience.

The company urged that the step rates associated with the words "currently in effect" meant those that had been in effect for a considerable time. If the Winnipeg step rates were used in place of the step rates already in effect, many of the newly certified employees would be entitled to wage increases as soon as the memorandum of understanding was signed. And this would be entirely contradictory to the parties' agreement to freeze wages as spelled out in the wage rate provision by the words ". . . said employees will be paid at their wage rates in effect on the date of signing."

The arbitrator said that, in interpreting a contract, the language used, and not the understanding of the parties before the contract was written, must govern.

He pointed out that the first part of the provision, "until this memorandum is superseded by a collective agreement," clearly indicated that, until the memorandum was superseded, the employees were not to receive an increase. The words ". . . and subject also to the application of step rates currently in effect", he said, were, "part and parcel of the intent to freeze those involved at their then existing levels of compensation." The application was disallowed for these reasons.

CASE No. 112

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over two conductors' claims for deadheading.

Bulletins were posted advertising two foremen positions at Hawk Junction, Ont., and when no applications were received, two conductors working out of Steelton Terminal were assigned to the jobs. They eventually submitted time claims for payment for deadheading Steelton to Hawk Junction to fill the assignment.

When the company declined payment, the brotherhood contended that they had violated an article of the collective agreement, stating in part: "Trainmen, when deadheading to exercise seniority rights, or returning, after having done so, as a result of the application of the article on mileage regulations, will not be entitled to compensation therefor. Deadheading in connection with relief work which men have bid in or claimed on seniority basis shall not be paid for, but when not so bid in or claimed, and the men are ordered by the railway to deadhead, any such deadheading shall be paid for."

The brotherhood pointed out that, as the two claimants had not applied for the jobs, they should have been entitled to payment for deadheading.

The company contended that the first sentence of the rule clearly states that there would be no compensation for deadheading when exercising seniority rights.

The second sentence of the rule links deadheading to relief work. As the claimants were deadheading to fill permanent yard assignments, the company contended that only the first sentence was applicable.

The company quoted another article of the agreement, which reads: "Should no applications be received for an assignment as yard foreman, the junior yard foreman working as yard helper at the terminal will be assigned. If there is no promoted yard foreman working as a yard helper at such terminal, the junior qualified available conductor working as a brakeman on the system will be assigned until the junior conductor is available."

Under this provision, they said, both men were obligated to protect the permanent assignment. They urged that travelling in such circumstances could be construed only as an assignment to a pos tion through exercise of seniority.

The arbitrator agreed completely wi the company, and the claim was di allowed.

CASE No. 113

Dispute between the Algoma Central Railway and the Brotherhood of Railroad Trainmen over a conductor's and crew's claim for a minimum day and final terminal time.

A conductor and crew assisted at derailment at Limer, Ont., and made tw trips to Hawk Junction, Ont., with ca from the derailed train. After the secon trip at 2.45 p.m., they performed switchi to expedite restoration of rail service an were off duty at 4:40 p.m. They submitte a claim for a minimum day and for fin terminal time at the junction. The con pany declined payment of the final te minal time, and the brotherhood allege that they had violated the collecti agreement.

The brotherhood claimed that the cre handled revenue freight cars, Limer Hawk Junction, and did yard switching the junction on completion of their secon trip to Limer. They said that the cre should not be considered as working on work train just because they had a wo order, and that all road switcher crew working out of Hawk Junction run work orders and are not work trains.

The article providing for payment final terminal time states: "This rule do not apply to road switcher runs operati on a turnaround basis within a radius 30 miles, or to work or constructio service on which final terminal time will included in time for computing overtime...

The company read a letter received fro the brotherhood, stating in part: "If th crew did not perform work train servic then they are entitled to final termin time." They pointed out that the condu tor had booked his crew for this tour duty, outward and inward, as "Wo Extra 157."

They presented copies of the conductor detention report and trip ticket, both which had designated the train as a "wo extra." The conductor's detention repo showed that he was "engaged in wreckin service at Limer on two occasions of th tour of duty." He also classified his se vice as "non-revenue service."

It was considered important also to th company's position that the enginem had claimed, and was paid, 100 miles through freight rates for five hours an 10 minutes in "Work Train Service."

The arbitrator said that, in the light these facts, he was satisfied that the cre engaged in service on a work train, an that the rule as quoted applied. For th reason the claim was disallowed.

Publications Received in the Department of Labour Library

List No. 234

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Annual Reports

1. ALBERTA. BUREAU OF STATISTICS. *Alberta Industry and Resources, 1968*. Edmonton, Queen's Printer, 1968. Pp. 167.

2. CANADA. DEPARTMENT OF LABOUR. *Sixty-seventh Annual Report for the Fiscal Year ended March 31, 1967*. Ottawa, Queen's Printer, 1968. Pp. 41.

3. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Labour Standards in Canada*. December 1967. Ottawa, Queen's Printer, 1968. Pp. 81.

4. GREAT BRITAIN. TREASURY. *Economic Report on 1967*. London, HMSO, 1968. Pp. 44.

5. NOVA SCOTIA. WORKMEN'S COMPENSATION BOARD. *1967 Report; 50 years of Workmen's Compensation, 1917-1967*. Halifax, Queen's Printer, 1968. Pp. 45.

6. QUEBEC (PROVINCE). MINISTÈRE DE L'INDUSTRIE ET DU COMMERCE. *Rapport annuel, 1966/1967*. Québec, 1968. Pp. 44.

QUEBEC (PROVINCE). DEPARTMENT OF INDUSTRY AND COMMERCE. *Annual Report, 1966/67*. Quebec, 1968. Pp. 44.

English and French text, the latter inverted and with special title page.

7. U.S. IMMIGRATION AND NATURALIZATION SERVICE. *Annual Report [for the Year ended June 30] 1966*. Washington, GPO, 1967. Pp. 127.

Automation

8. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Technological Changes in the Railway Industry: Employment Effects and Adjustment Process, CPR Angus Workshops, Montreal*. Ottawa, Queen's Printer, 1967. Pp. 161.

The second of three reports on the subject of technological change in the railway industry in Canada; the first was "*Technological changes in the railway industry: Maritime area of C.N.R.*", issued as Report no. 12 in the Skilled manpower training research program series.

This report was written by C. Glyn Williams under the direction of Phillip Cohen.

This report consists of two parts. Part 1 deals with the employment and occupational effects of technological change in the Angus Shops (Montreal) of the Canadian Pacific Railway Company, whereas Part 2 deals with the employment adjustment process in relation to technological change.

9. MANSFIELD, EDWIN. *The Economics of Technological Change*. New York, Norton, 1968. Pp. 257.

Contents: Technological change and productivity growth. Industrial research and development. Innovation and the diffusion of new techniques. Automation, labour displacement, and adjustment problems. Government expenditures on research and development. Public policy and technological change.

10. MANSFIELD, EDWIN. *Industrial Research and Technological Innovation; an Econometric Analysis*. New York, Published for the Cowles Foundation for Research in Economics at Yale University [by] Norton, 1968. Pp. 235.

Partial contents: Industrial research and development expenditures: determinants and relation to size of firm and inventive output. Allocation, characteristics, and outcome of the firm's research and development portfolio: a case study. Returns from industrial research and development and determinants of the rate of technological change. Size of firm, market structure, and innovation. Innovation: its timing and effects on invesment and firm. The rate of limitation. The speed of response of individual firms. Intrafirm rates of diffusion.

11. TAUSSIG, JOHN N. *EDP Applications for the Manufacturing Function*. New York, American Management Association, 1966. Pp. 55.

This study, based on replies to a questionnaire circulated by American Management Association, describes how electronic

data processing is used in industry to solve production problems. Some company case studies are included.

Business

12. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Combating Knowledge Obsolescence. I. Company Fellowship Plans*, by J. Roger O'Meara. New York, 1968. Pp. 122.

In this study, the term "company fellowship plan" is used for "a formal arrangement under which a particular company provides one or more qualified graduate students with non-repayable monetary allowances to help them attend universities, on a full-time basis, in pursuit of a master's or a doctoral degree." This report presents a detailed analysis of 75 fellowship plans sponsored by 60 companies (10 of them, Canadian).

13. U.S. SMALL BUSINESS ADMINISTRATION. *Small Marketers Aids: Annual No. 9.* Edited by Jean B. MacArthur. Washington, GPO, 1967. Pp. 89.

Contents: Retirement plans for self-employed businessmen. Keeping score with effective records. Are your salespeople missing opportunities? Checklist for successful retail advertising. Steps in making a business decision. What happens When You Hire People? Remodeling for Better Retailing. Making Selling Attractive to Salespeople. Pointers for developing your Top Assistant. Using Security to get a Bank Loan. Revitalize Personal Selling in Your Store.

Commissions of Inquiry

14. CANADA. ROYAL COMMISSION ON BILINGUALISM AND BICULTURALISM. *Report. General introduction; Book I: the Official Languages.* Ottawa, Queen's Printer, 1967. Pp. lii, 212.

André Laurendeau and A. Davidson Dunton, joint chairmen.

Book I of the report is devoted to the status of Canada's official languages, English and French. The report is divided into two parts. In Part I the Commission examines the two main linguistic groups and the legal status of English and French in Canada. Part 2 contains recommendations for measures that will ensure an equal status to the two languages.

CANADA. COMMISSION ROYALE D'ENQUETE SUR LE BILINGUISME ET LE BICULTURALISME. *Rapport. Introduction générale. Livre I: Les langues officielles.* Ottawa, imprimeur de la Reine, 1967. Pp. xliii, 229.

André Laurendeau et A. Davidson Dunton, présidents conjoints de la Commission.

15. ONTARIO. ROYAL COMMISSION INQUIRY INTO CIVIL RIGHTS. *Report No. 1.* Toronto, Queen's Printer, 1968. 3v.

Hon. Mr. James McRuer, sole commissioner.

Report no. 1 consists of three parts: 1. The exercise and control of statutory powers in the administrative process; 2. Administration of civil and criminal justice in the Province; 3. Safeguards against unjustified exercise of certain special powers.

Conferences

16. INTERNATIONAL CONFERENCE ON INDUSTRIAL RELATIONS. 2d, TOKYO, 1967. *Labor Relations in the Asian Countries; Proceedings.* Tokyo, Japan Institute of Labour, 1967. Pp. 331.

Conference sponsored by Japan Institute of Labour and held March 1-4, 1967 in Tokyo.

Contains papers presented at the conference as well as comments on the papers. There are three papers dealing with labour relations in general and twelve papers dealing with industrial relations in Malaysia, Thailand, Japan, Taiwan, Korea, India, Ceylon, the Philippines, Indonesia, and a paper on the role of the Government in industrial relations in Australia.

17. INTERSTATE CONFERENCE ON LABOR STATISTICS. 24th, CHICAGO, 1966. *Proceedings, June 14-15, 1966.* Washington, GPO, 1967. Pp. 220.

Co-sponsored by the Illinois Dept. of Labor and the U.S. Bureau of Labor Statistics.

The Conference discussed such topics as statistical needs in compiling data for inner-city projects, government use of occupational wage data (the consideration of pay of government workers at the federal level in the U.S. and Canada and at the State and municipal level in the U.S.), prices and family budgets, statistics for government safety programs, employment forecasting, and the improvement of the education and training of workers.

18. INTERNATIONAL TRADE UNION SEMINAR ON LOW INCOME GROUPS AND METHODS OF DEALING WITH THEIR PROBLEMS. *Low Income Groups and Methods of dealing with Their Problems; Papers for a Trade Union Seminar. Supplement to the Report.* Paris, OECD, Manpower and Social Affairs Directorate, Social Affairs Division, 1966. Pp. 286.

At head of title: International seminars, 1965-3.

The final report of this seminar will not be published until the end of 1968 or beginning of 1969.

Contains country reports on low income groups in Norway, Great Britain, France, United States, Canada, Japan, and Italy. There are four papers on selected groups: old people, deprived families, low wage earners, and inherited poverty.

19. NATIONAL ACADEMY OF ARBRITRATORS. *The Arbitrator, the NLRB, and the Courts; Proceedings of the Twentieth Annual Meeting, San Francisco, California, February 28-March 3, 1967.* Edited by Dallas L. Jones. Washington, Bureau of National Affairs, inc. [c1967]. Pp. 423.

The question under consideration at the 20th annual meeting of the National Academy of Arbitrators was this: "To what extent, if at all, should an arbitrator selected to resolve a dispute arising out of a collective bargaining agreement concern himself with federal and state laws and NLRB [National Labor Relations Board] and court decisions pertaining to the subject matter of the dispute before him?"

Employees' Benefit Plans

20. AMERICAN MANAGEMENT ASSOCIATION. *International Insurance and Employee Benefit and Pension Management.* New York, 1966, Pp. 47.

Contents: The approaches to insuring international operations. The role of the U.S. broker in Europe. Trends in safety engineering. Employee benefit planning in an international business. Worldwide pension planning. Impact of U.S. taxation on international employee benefits and pensions. Maintaining the purchasing value of pensions.

21. AMERICAN MANAGEMENT ASSOCIATION. *Risk Management and Employee Benefit Planning.* New York, 1966. Pp. 29.

Contents: Risk managers, risk management, and the corporate organization. Exposures not usually insured. Establishing corporate employee benefit plan objectives. The role of the pension and employee benefits manager in estate planning. Automatic personnel, group insurance, and pension records.

Industrial Relations

22. KELLY, WILLIAM PATRICK. *The Canadian Industrial Relations and Disputes Investigation Act; an Address to Labour Relations Course, St. Mary's University, Halifax, N.S.*

onday, January 22, 1968. [Ottawa, Canada Dept. of Labour, 968]. Pp. 19.

"List of Industrial Inquiry Commissions since the inception of the Industrial Relations and Disputes Investigation Act" 949 to 1966], p. 16-19.

Mr. Kelly is Director of the Conciliation and Arbitration ranch, Canada Department of Labour.

23. KELLY, WILLIAM PATRICK. *Collective Bargaining the Private Sector; an Address delivered to the Department of ational Defence Industrial Relations Course Sept. 20, 1967.* Ottawa, Canada Dept. of Labour, 1967] Pp. 26.

nternational Labour Organization

24. INTERNATIONAL LABOUR OFFICE. *Methods of ollective Bargaining and Settlement of Disputes in Rail ransport.* Second item on the agenda. Geneva, 1966. Pp. 113.

At head of title: Report 2. International Labour Organization. Inland Transport Committee. 8th session, Geneva, 1966.

Title in French: Les méthodes de négociation collective et de glement des conflits dans les transports ferroviaires.

BUREAU INTERNATIONAL DU TRAVAIL. *Les méthodes de négociation collective et de règlement des conflits ans les transports ferroviaires.* Deuxième question à l'ordre u jour, Genève, 1966. Pp. 139.

Au dessus du titre: Rapport 2. Organisation internationale u Travail. Commission des Transports Internes. 8e session, enève, 1966.

25. INTERNATIONAL LABOUR OFFICE. *Pay Structure in Rail Transport.* Third item on the agenda. Geneva, 966. Pp. 102.

At head of title: Report 3. International Labour Organization. Inland Transport Committee. 8th session, Geneva, 1966.

26. *Methods of Collective Bargaining and Settlement of Disputes in Rail Transport; Report submitted to and Proceedings f the Eighth Session of the Inland Transport Committee, eneva, 21 November-2 December, 1966.* Geneva, International abour Office, 1967. Pp. 142.

27. *Practical Measures to promote Good Labour-Management Relations on Plantations; Report submitted to and Proeedings of the Fifth Session of the Committee on Work on lantations, Geneva, 2-13 May, 1966.* Geneva, International abour Office, 1967. Pp. 189.

28. *The Role of Employers' and Workers' Organization in rogramming and planning in the Metal Trades; Report submitted to and Proceedings of the Eighth Session of the Metal rades Committee, Geneva, 6-17 December, 1965.* Geneva nternational Labour Office, 1967. Pp. 127.

abour Organization

29. BARKIN, SOLOMON, ed. *The Role of Trade Unionism n Independent Developing Countries; Papers and Material for Trade Union Seminar assembled by Solomon Barkin.* Paris ECD, Manpower and Social Affairs Directorate [1967]. p. 162.

At head of title: International seminars, 1964-5.

These papers were prepared for a Seminar to be held in 964 but which was postponed.

". . . Outlines some of the activities of trade unions in leveloping countries apart from the traditional activity of ollective bargaining." Trade Union activities in the field of asic education, training in industrial relations, vocational raining, welfare, and co-operatives, are discussed.

30. BROTHERHOOD OF RAILROAD TRAINMEN. *trength in Brotherhood; the Story of the Brotherhood of Railroad Trainmen.* Ottawa, 1967. Pp. 42.

A brief history of the activities of the Brotherhood of Railroad Trainmen in both Canada and the U.S.

31. SCHLOSSBERG, STEPHEN I. *Organizing and the Law.* Washington, Bureau of National Affairs, 1967. Pp. xiii, 254.

The author, General Counsel of the United Automobile Workers of America, explains American trade union law affecting union organization. He briefly reviews the applicable laws, lays down some ground rules for organizers, and discusses unfair labour practices by the employer and by the union, recognition of the union without an election, National Labor Relations Board case procedure, bargaining units, and finally, the conduct of elections.

32. UNITED STEELWORKERS OF AMERICA. [*Proceedings of Canadian*] *National Policy Conference, May 2 and 3, 1968, Toronto, Ontario.* [Toronto, 1968]. lv.

Labour Supply

33. CONFERENCE ON HUMAN RESOURCES DEVELOPMENT, IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY, 1966. *Human Resources Development;* [*Report*]. Edward B. Jakubauskas [and] C. Phillip Baumel, eds. Ames, Iowa State University Press [c1967]. Pp. 163

This Conference was held on October 13 and 14, 1966, in Ames, Iowa, and was sponsored jointly by the Industrial Relations Centre and the Co-operative Extension Service of Iowa State University, and the Iowa State Manpower Development Council.

The book deals with concepts and problems of human resources development, trends in employment practices, discrimination in employment, vocational training, and public policy in the manpower field.

34. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *Growth of Office Employment.* London, HMSO, 1968. Pp. 88.

". . . An analysis of the growth of office employment in Great Britain from 1921 to 1961. Part I compares changes in the numbers of office workers and all workers in each industry or group of industries. Part II deals with particular trends and features of office growth, and shows the effect of each on all industries. Statistical detail is provided in appendices."

35. INTERNATIONAL LABOUR OFFICE. *Human Resources for Industrial Development, Some Aspects of Policy and Planning.* Geneva, 1967. Pp. 237.

Title in French: Ressources humaines pour le développement industriel . . . .

Contents: Skill requirements for industrialization. Education and training programmes. The effective utilisation of manpower for industrialization. Training for small manufacturing enterprises in developing countries. Social participation in industrial development. Employment aspects of industrialization. Progressive industrial technology for devellping countries. Wages and industrial development.

BUREAU INTERNATIONAL DU TRAVAIL. *Ressources humaines pour le développement industriel; quelques aspects de la politique générale et de la planification.* Genève, 1967. Pp. 276.

36. INTERNATIONAL LABOUR OFFICE. *Manpower Adjustment Programmes: 2. Sweden, U.S.S.R., United States.* Geneva, 1967. Pp. 190.

Title in French: L'adaptation de la main d'oeuvre au progrès technique.

For each of the countries studied in this report there is an examination of national policies designed to prevent unemployment, ways in which industries and firms try to prevent job loss, unemployment assistance programs, vocational education, the content of collective agreement clauses dealing with

technological change, and current trends in research on labour problems caused by technological change.

BUREAU INTERNATIONAL DU TRAVAIL. *L'adaptation de la main-d'oeuvre au progrès technique: II. Suède, U.R.S.S., Etats-Unis.* Genève, 1967. Pp. 217.

Travail et automation Cahier no. 6.

37. KRUGER, ARTHUR MARTIN, ed. *The Canadian Labour Market; Readings in Manpower Economics*, edited by A. M. Kruger [and] N. M. Meltz. [Toronto] Centre for Industrial Relations, University of Toronto, 1968. Pp. xix, 312.

Financial assistance was given by the Labour Department-University Research Committee, the Ontario Economic Council, and the Ontario Department of Labour.

Contents: Micro-economic theory labour allocation and manpower policy [by] Arthur Kruger. The analysis of the labour market in classical economics [by] Samuel Hollander. Technological progress and labour displacement [by] Yehuda Kotowitz. Structural unemployment [by] John W. L. Winder. Labour market information and analysis in Canada [by] Noah M. Meltz. Labour markets and educational planning [by] Ian Drummond. Measuring the output of educational institutions [by] David Stager.

38. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Manpower and Social Policy in the Netherlands.* Paris, 1967. Pp. 301.

39. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Manpower Policies and Problems in Austria.* Paris, 1967. Pp. 145.

Describes manpower and economic conditions in Austria, including chapters on the Employment Service, policies for increasing employment, and vocational training.

Labouring Classes

40. BARKIN, SOLOMON, ed. *International Labor*, edited by Solomon Barkin, William Dymond [and others]. New York, Harper & Row [c1967]. Pp. 278.

Partial contents: The study of foreign labor and industrial relations. The role of trade unions in national political economies (develpped countries of Europe). Trade unionism and the development process in the new nations: a comparative view. International trade union organizations: structure, functions, limitations. Industrial relations of American corporations abroad. Manpower adjustments to technological change: an international analysis. National manpower administration and policies. National wage and incomes policies and trade unions: issues and experiences.

41. CANADA. DEPARTMENT OF LABOUR. FAIR EMPLOYMENT PRACTICES BRANCH. *Fair Employment Laws in Canada.* Ottawa, Queen's Printer, 1968. 1 folder.

Title in French: Lois sur les justes méthodes d'emploi au Canada.

42. HOROWITZ, GAD. *Canadian Labour in Politics.* Toronto, University of Toronto Press, 1968. Pp. 273.

This study is concerned with the relationship between the labour movement in Canada and the Co-operative Commonwealth Federation, and later the New Democratic Party.

43. U.S. BUREAU OF LABOR STANDARDS. *Age Discrimination prohibited in Private Employment; Major Provisions in State Laws.* Washington, GPO, 1968. Pp. 21.

44. U.S. BUREAU OF LABOR STANDARDS. *Construction Safety Pile Driving and Cofferdams.* Washington, GPO, 1967. Pp. 60.

45. WOOTTON, GRAHAM. *Workers, Unions and the State.* London, Routledge and K. Paul, 1966. Pp. xiii, 173.

The author, a sociologist specializing in the sociology of politics and a teacher at Oxford University, discusses the obligations of workers in their trade unions to the State and the community. With particular reference to the situation in Great Britain, he comments on such matters as inflation, balance-of-payment crises, the low rate of economic growth, etc.

Organization for Economic Co-operation and Development

The following three reports were published by the OECD in Paris in 1966.

46. *Report by the British Joint Team which visited the United States from 15th-25th May, 1966, to study Productivity Bargaining.* Pp. 25.

Programme for employers and unions. National mission. 1966. Report no. 1.

47. *Report by the German Joint Team which visited the United Kingdom from 19th-23rd September, to study Personnel Planning in Firms.* Pp. 24.

Programme for employers and unions. National mission. 1966. Report no. 3.

48. *Report by the Norwegian Joint Team which visited the Federal Republic of Germany and Switzerland from 3rd-7th October, 1966, to study the Employment of Foreign Manpower.* Pp. 19.

Programme for employers and unions. National mission. 1966. Report no. 2.

Wages and Hours

49. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIRECTORATE. *Earnings of Dentists in Canada, 1959-1965.* Ottawa, 1968. Pp. 42.

50. McBEATH, MAURICE GORDON. *Salary Administration* [by] G. McBeath [and] D. N. Rands. London, Business Publications, 1964. Pp. xiii, 270.

Contents: Salary administration. Job analysis. Job evaluation. Job structure. Salary structure. Salary and benefit surveys. Employee appraisal. Salary planning. Policies and procedures. Supplementary remuneration. Fringe benefits. Staffing of the salary administration function.

51. U.S. BUREAU OF LABOR STATISTICS. *Compensation Expenditures and Payroll Hours; Air Transportation, 1964.* Washington, GPO, 1967. Pp. 33.

52. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, June 1967; Accountants and Auditors, Attorneys, Personnel Management, Buyers, Engineers and Chemists, Engineering Technicians, Draftsmen, Office Clerical.* Washington, GPO, 1968. Pp. 83.

Miscellaneous

53. CANADIAN NURSES' ASSOCIATION. *Countdown: Canadian Nursing Statistics, 1967.* Ottawa, 1968. Pp. 106.

54. COMMISSION DES COMMUNAUTES EUROPEENNES. *Premier rapport général sur l'activité des Communautés en 1967.* Bruxelles, 1968. Pp. 527.

Au dessus du titre du premier rapport: Communauté européenne du charbon et de l'acier. Communauté économique européenne. Communauté européenne de l'énergie atomique. Commission.

"Ce [premier] rapport couvre les mois de février à décembre 1967 pour la C.E.C.A., de mars à décembre 1967 pour Euratom et d'avril à décembre 1967 pour la C.E.E."

55. EVANS, JACK NAUNTON. *Great Figures in the bour Movement.* [1st ed.] Oxford, Pergamon Press, 1966. . viii, 176.

Contents: Robert Owen, 1771-1858. William Morris, 34-1896. Keir Hardie, 1856-1915. Tom Mann, 1856-1941. atrice and Sydney Webb, 1858-1943 and 1859-1947. George nsbury, 1859-1940. Ramsay MacDonald, 1866-1937. Clement tlee, 1883-[1967]. Herbert Morrison, 1888-1965. Aneurin van, 1897-1960.

56. FLEISHER, FREDERIC. *The New Sweden, the allenge of a Disciplined Democracy.* New York, David cKay Co., 1967. Pp. 365.

The author, an American journalist, has lived in Sweden for teen years. He writes about social conditions, labour contions, the government, the place of women in Swedish ciety, the arts, the Swedish film industry, and other aspects Swedish life.

57. GALBRAITH, JOHN KENNETH. *The New Indusal State.* Boston, Houghton Mifflin, 1967. Pp. xv, 427.

An examination of the American economy with particular ference to the part played by the large corporations.

58. HILL, ARNOLD VICTOR. *Tides of Change: a Story Fishermen's Co-operatives in British Columbia.* [Prince upert, B.C.? Prince Rupert Fishermen's Co-operative ssociation, c1967]. Pp. 279.

59. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Counselling for Special Groups: a Pilot Study* by Professor Lady Gertrude Williams. Paris, 1967. Pp. 118.

This study examines ways of improving counselling techniques in Employment Services to help those workers with a poor work record, i.e., those who are unemployed for long periods or who have difficulty holding a job for any length of time even when there is high employment in the area where they live. The five countries included in the study are Germany, the Netherlands, Sweden, Great Britain, and the United States.

60. ROSENBLUTH, GIDEON. *The Canadian Economy and Disarmament.* Toronto, Macmillan, 1967. Pp. 189.

"This study was commissioned and financed by the Canadian Peace Research Institute . . ."

A study of the economic consequences of disarmament in Canada. The author concludes that disarmament could result in the freeing of labour and resources "for uses that will benefit the welfare, health, and education of the community, raise the rate of technical progress, and enable us to contribute more to the development of less fortunate areas."

61. STESSIN, LAWRENCE. *The Disloyal Employee,* by Lawrence Stessin and Ira Wit. New York, Man & Manager 1967. Pp. 136.

"An analysis of court cases and rulings on emp]oyer rights, responsibilities—and restrictions—in dealing with employees whose activities might harm the firm." Some types of disloyal employees discussed in this book are the moonlighter, the white collar thief, the embezzler, the trade secret stealer, the future competitor, the customer-list stealer, the self-serving executive, the secret competitor, and the bribe taker.

he Canadian Delegation

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f Labour, Ottawa, and Assistant Secrery (Stenographer), Mrs. L. Saumur, conomics & Research Branch, Canada epartment of Labour, Ottawa. Provinal Representatives Accompanying the elegation as Observers: Manitoba—. D. Cochrane, Deputy Minister of abour, Winnipeg; Ontario—Hon. Dalton ales, Q.C., Minister of Labour, Toronto; . Munro, Executive Assistant to the inister of Labour of Ontario, Toronto; uebec—Rénald Fréchette, M.L.A., Parament Buildings, Quebec; Gérald Harvey, .L.A., Parliament Buildings, Quebec; nd Donat Quimper, Q.C., Deputy inister of Labour, Quebec.

mployer Delegation

Employer Delegate: F. K. Richan, Vicesident, Industrial Relations, Philips lectronics Industries Ltd., Toronto, ominated by the Canadian Manuacturers' Association); Employer Adisers: R. M. Drennan, Secretary and anager, Employee Relations, Cyanamid f Canada Limited, Montreal, (nominated y the Canadian Employers' Committee n the ILO); G. H. Durocher, Labour elations Director, Canadian Construcon Association, (nominated by the anadian Employers' Committee on the LO); and R. E. Wilkes, General Secretary, he Railway Association of Canada, Montreal, (nominated by the Canadian Employers' Committee on the ILO).

Worker Delegation

Worker Delegate: Joseph Morris, Executive Vice-President, Canadian Labour Congress, Ottawa, (nominated by the Canadian Labour Congress); Substitute Worker Delegate and Adviser: A. L. Hepworth, Director, International Affairs Department, Canadian Labour Congress, Ottawa, (nominated by the Canadian Labour Congress); Worker Advisers: R. Cormier, Directeur Professionnel de la Fédération des Pâtes et Papiers, Quebec, (nominated by the Confederation of National Trade Unions); and W. Stefanovitch, Executive Board Member, United Brotherhood of Carpenters and Joiners of America, Windsor, (nominated by the Canadian Labour Congress).

Part II of the 52nd ILO conference report will appear in the October issue.

Insurance Registrations And Other UIC Statistics

On April 30, insurance books or contribution cards had been issued to 638,919 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 393,832, an increase of 87 since March 31, 1968.

During April there were 12,190 investigations conducted by enforcement officers across Canada. Of these, 9,278 were spot checks of claims to verify the fulfilment of statutory conditions, and 804 were miscellaneous investigations. The remaining 2,108 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 245 cases, six against employers and 239 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 516.*

Revenue received by the Unemployment Insurance Fund in April totalled $32,553,586.35 compared with $33,877,-102.07 in March and $31,944,984.24 in April 1967.

Benefits paid in April totalled $53,348,-373.64 compared with $63,704,797.04 in March and $47,262,830.11 in April 1967.

The balance in the Fund on April 30 was $279,944,842.56 compared with $298,-712,572.20 on March 31 and $242,935,-165.93 on April 30, 1967.

*These do not necessarily relate to the investigations conducted during this period.

STATISTICS SECTION

Current Labour Statistics

Principal Items	*Date*	*Amount*	*Percentage Change From Previous Month*	*Percentage Change From Previous Year*
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	June 22	8,158	+ 3.6	+ 3.8
Employed	June 22	7,763	+ 3.4	+ 2.6
Agriculture	June 22	591	+ 1.2	− 2.5
Non-agriculture	June 22	7,172	+ 3.6	+ 3.0
Paid workers	June 22	6,692	+ 4.6	+ 4.0
At work 35 hours or more	June 22	6,397	+ 3.3	+ 2.6
At work less than 35 hours	June 22	1,050	− 3.8	+ 2.0
Employed but not at work	June 22	316	+42.3	+ 4.6
Unemployed	June 22	395	+ 7.9	+35.3
Atlantic	June 22	37	−15.9	+23.3
Quebec	June 22	143	+ 6.7	+38.8
Ontario	June 22	129	+24.0	+26.5
Prairie	June 22	36	0.0	+71.4
Pacific	June 22	50	+ 4.2	+38.9
Without work and seeking work	June 22	381	+ 9.8	+36.6
On temporary layoff up to 30 days	June 22	14	−26.3	+ 7.7
INDUSTRIAL EMPLOYMENT (1961 = 100)	March	117.9	+ 0.7	− 0.6
Manufacturing employment (1961 = 100)	March	119.3	+ 1.3	− 2.2
IMMIGRATION	1st Qtr. 1968	35,601	—	−19.1
Destined to the labour force	1st Qtr. 1968	18,864	—	−22.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	152	+31.0	+49.0
No. of workers involved	June	46,215	+49.1	−14.5
Duration in man days	June	548,560	+33.6	−23.2
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	March	$107.50	+ 0.3	+ 6.5
Average hourly earnings (mfg.)	March	$ 2.51	+ 0.8	+ 5.9
Average hours worked per week (mfg.)	March	40.1	− 0.8	0.0
Average weekly wages (mfg.)	March	$100.62	+ 0.1	+ 5.9
Consumer price index (1949 = 100)	June	154.7	+ 0.3	+ 4.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)	March	113.3	+ 0.1	+ 1.5
Total labour income (thousands of dollars)	March	2,754	+ 1.0	+ 6.7
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	April	293.7	+ 1.9	+ 3.5
Manufacturing	April	258.8	+ 3.4	+ 2.3
Durables	April	266.3	+ 7.7	+ 1.1
Non-durables	April	252.4	− 0.2	+ 3.3
NEW RESIDENTIAL CONSTRUCTION†				
Starts	May	16,790	+41.3	+ 4.3
Completions	May	12,851	+11.9	+11.4
Under construction	May	82,297	+ 4.2	+28.5

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, (DBS Cat. No. 71-001), a monthly publication of th Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory note

†Centres of 10,000 population or more.

Tables

-1 to A-3—Labour Force

-1—Labour Income

-1 to C-7—Employment, Hours and Earnings

-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

ABLE A-1—Regional Distribution, Week Ended June 22, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
HE LABOUR FORCE	8,158	665	2,294	3,044	1,338	817
Men	5,637	473	1,600	2,069	935	560
Women	2,521	192	694	975	403	257
14-19 years	980	80	269	363	167	101
20-24 years	1,233	126	397	411	193	106
25-44 years	3,365	243	970	1,279	527	346
45-64 years	2,361	199	602	905	411	244
65 years and over	219	17	56	86	40	20
MPLOYED	7,763	628	2,151	2,915	1,302	767
Men	5,349	443	1,485	1,985	910	526
Women	2,414	185	666	930	392	241
Agriculture	591	26	135	149	246	35
Non-agriculture	7,172	602	2,016	2,766	1,056	732
Paid workers	6,692	547	1,867	2,606	1,000	672
Men	4,485	377	1,266	1,742	649	451
Women	2,207	170	601	864	351	221
NEMPLOYED	395	37	143	129	36	50
Men	288	30	115	84	25	34
Women	107	*	28	45	11	16
ERSONS NOT IN LABOUR FORCE	6,091	668	1,807	2,032	982	602
Men	1,425	187	423	435	236	144
Women	4,666	481	1,384	1,597	746	458

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended June 22, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,249	2,363	4,020	1,144	4,143	1,079	1,500
LABOUR FORCE	8,158	980	3,876	1,005	1,315	763	219
Employed	7,763	827	3,771	927	1,290	736	212
Unemployed	395	153	105	78	25	27	**
NOT IN LABOUR FORCE	6,091	1,383	144	139	2,828	316	1,281
PARTICIPATION RATE†							
1968—June 22	57.3	41.5	96.4	87.8	31.7	70.7	14.6
May 18	55.4	32.9	95.8	85.2	31.7	70.5	14.9
UNEMPLOYMENT RATE‡							
1968—June 22	4.8	15.6	2.7	7.8	1.9	3.5	**
May 18	4.6	10.2	3.4	9.5	2.1	3.8	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territor
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended June 22, 1968

	June 1968	May 1968	June 1967
	(in thousands)		
TOTAL UNEMPLOYED	395	366	292
On temporary layoff up to 30 days	14	19	13
Without work and seeking work	381	347	279
Seeking			
Full-time work	339	327	256
Part-time work	42	20	23
Under 1 month	170	100	131
1-3 months	109	108	77
4-6 months	46	77	34
More than 6 months	56	62	37

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will reappear in Octobe

C—Employment, Hours and Earnings

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at March 1968, employers in the principal non-agricultural industries reported a total employment of 3,471,852. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January	118.6	135.6	106.10	119.8	135.3	110.30
February*	117.1	137.0	107.17	117.8	136.5	111.31
March†	117.9	137.4	107.50	119.3	136.6	111.42

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	*Employment Index Numbers**			*Average Weekly Wages and Salaries*		
	March 1968	*Feb. 1968*	*March 1967*	*March 1968*	*Feb. 1968*	*March 1967*
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	108.8	107.8	107.9	90.90	90.34	85.90
Newfoundland	107.1	108.9	108.8	98.77	97.43	91.03
Prince Edward Island	106.6	104.9	101.7	76.51	76.86	73.83
Nova Scotia	110.4	107.7	108.3	87.48	86.93	83.57
New Brunswick	108.2	107.4	107.4	91.40	91.04	86.48
Quebec	112.6	112.7	115.2	105.79	105.17	98.83
Ontario	122.1	120.7	122.4	110.08	110.06	103.89
Prairie Region	117.4	116.7	115.4	102.34	102.02	94.83
Manitoba	111.0	110.5	109.9	98.05	97.15	89.27
Saskatchewan	114.8	113.5	111.6	100.13	99.85	92.46
Alberta	123.9	123.3	121.8	106.45	106.54	100.02
British Columbia	123.6	122.2	125.7	118.58	118.05	112.12
CANADA	117.9	117.1	118.6	107.50	107.17	100.98
URBAN AREAS						
St. John's	128.8	128.3	127.6	85.82	84.31	78.85
Halifax	115.6	115.6	114.0	90.05	89.44	83.83
Sydney	96.9	89.9	97.0	96.23	96.47	96.77
Moncton	112.1	112.0	107.6	85.87	84.76	79.47
Saint John	114.2	111.8	112.1	89.68	88.55	83.95
Chicoutimi	100.4	99.6	108.1	122.09	122.07	117.20
Montreal	118.4	117.6	120.8	107.71	106.81	100.32
Quebec	109.9	110.2	113.5	91.65	90.48	85.07
Shawinigan	93.5	96.8	101.7	109.52	106.16	103.05
Sherbrooke	115.7	115.8	118.7	91.83	90.54	84.28
Trois-Rivières	108.0	105.5	112.4	97.61	97.21	92.09
Ottawa-Hull	123.1	122.7	118.4	101.43	100.06	93.58
Belleville	114.1	114.8	114.5	94.30	93.55	88.34
Brampton	256.8	258.6	248.9	110.05	109.34	104.10
Brantford	124.7	124.6	136.1	101.21	101.43	99.19
Fort William-Port Arthur	112.9	113.3	123.1	103.06	101.56	100.49
Guelph	132.6	131.6	133.1	100.28	99.95	92.89
Hamilton	117.8	117.2	119.7	113.67	113.55	108.27
Kingston	119.7	118.8	120.2	104.68	105.11	101.19
Kitchener	140.0	140.4	140.0	99.08	97.70	90.27
London	117.4	117.4	122.6	101.76	100.84	94.91
Niagara Falls	99.9	100.3	107.2	103.91	104.11	100.19
Oshawa	130.3	80.7	137.3	92.78	118.37	115.20
Peterborough	128.9	129.1	133.0	112.90	112.10	105.94
Sarnia	136.6	136.8	131.5	136.64	138.52	132.39
Sault Ste. Marie	114.6	113.7	117.6	123.64	121.80	117.44
Sudbury	112.0	111.0	107.8	130.04	131.51	122.82
St. Catharines	118.3	107.0	134.2	104.33	112.06	110.75
Timmins	76.9	77.6	83.6	100.79	100.35	93.29
Toronto	124.7	123.9	123.6	111.52	110.81	104.70
Welland	108.5	107.7	113.1	125.11	125.51	117.65
Windsor	146.6	144.8	145.0	121.27	119.84	111.68
Winnipeg	113.7	113.1	113.8	91.61	91.04	85.01
Regina	115.4	113.8	111.9	94.72	94.32	90.42
Saskatoon	142.2	139.7	130.5	95.09	95.31	83.54
Calgary	132.8	130.9	130.7	105.40	104.63	97.00
Edmonton	129.8	128.8	125.9	100.09	99.26	93.61
Vancouver	124.9	124.2	124.9	114.20	113.21	107.56
Victoria	121.3	119.0	125.8	102.70	103.02	93.51

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will reappear in October

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	March 1968	Feb. 1968	March 1967	March 1968	Feb. 1968	March 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	109.1	107.7	107.8	138.69	139.20	127.62
Metals	102.7	102.4	103.4	137.57	137.15	127.32
Mineral fuels	104.8	100.0	102.7	141.70	145.21	129.49
Non-metals except fuels	114.5	112.6	108.9	128.57	128.71	117.98
Quarries and sand pits	86.7	82.4	97.5	114.02	111.82	104.69
Services incidental to mining	165.0	165.9	152.1	153.60	154.44	139.19
MANUFACTURING	119.3	117.8	122.0	111.42	111.31	104.73
Durable goods	129.0	125.9	134.7	118.58	119.14	111.76
Non-durable goods	111.5	111.2	111.8	104.74	104.15	97.93
Food and beverages	102.0	101.3	101.7	100.51	99.73	94.31
Foods	101.2	100.3	100.8	97.74	96.96	91.13
Beverages	107.0	107.2	107.3	116.82	115.88	112.92
Tobacco processing and products	111.5	116.9	116.5	107.46	104.90	100.57
Rubber products	122.0	123.9	120.0	114.84	113.08	104.23
Leather products	98.8	100.7	99.7	75.07	75.40	67.83
Textile products	116.1	115.5	118.0	92.03	91.92	85.95
Knitting mills	110.5	110.0	109.9	71.41	71.25	65.64
Clothing	110.3	110.7	114.2	70.71	70.25	63.28
Wood products	102.7	102.6	107.6	102.67	102.13	93.59
Furniture and fixtures	122.9	123.9	126.6	90.95	90.18	84.58
Paper and allied industries	115.1	115.0	116.4	130.61	130.15	123.23
Printing, publishing and allied industries	114.2	113.9	112.1	118.26	116.67	113.38
Primary metal industries	123.4	123.0	124.7	134.93	133.41	128.80
Metal fabricating industries	125.8	125.4	133.6	117.50	116.56	109.41
Machinery, except electrical	144.0	143.6	155.2	126.01	125.57	119.00
Transportation equipment	146.6	129.6	154.1	121.03	128.67	116.70
Electrical products	141.6	142.5	147.3	115.12	114.20	107.15
Non-metallic mineral products	110.4	108.9	116.0	116.77	115.69	111.03
Petroleum and coal products	101.8	100.8	99.3	163.29	163.40	151.03
Chemicals and chemical products	117.9	117.0	118.4	126.70	126.88	120.90
Miscellaneous manufacturing industries	134.6	132.1	130.8	97.89	97.78	91.76
CONSTRUCTION	104.0	102.6	112.9	135.83	135.39	125.85
Building	115.1	113.2	120.4	134.37	132.57	120.27
Engineering	84.8	84.1	98.3	139.24	141.96	139.21
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	105.5	105.4	105.7	120.12	119.61	110.63
Transportation	99.8	99.7	101.2	119.02	118.48	110.19
Storage	108.8	109.5	108.8	103.18	104.25	92.78
Communication	117.7	117.5	117.7	114.85	114.26	106.06
TRADE	124.8	123.8	121.6	85.09	84.69	80.24
Wholesale trade	119.1	119.0	117.7	106.35	105.68	99.41
Retail trade	127.9	126.5	123.9	74.10	73.72	70.06
FINANCE, INSURANCE AND REAL ESTATE	129.5	129.3	123.4	103.94	101.61	99.17
Financial institutions	132.4	132.0	126.2	100.63	98.48	95.50
Insurance and real estate	125.8	125.7	119.6	108.61	106.02	104.38
SERVICE	149.0	148.4	143.7	78.17	78.26	74.20
Recreational services	130.7	131.2	124.1	67.72	68.04	63.18
Business services	167.8	167.3	163.3	122.42	123.69	115.06
Personal services	138.2	137.3	133.4	57.34	57.15	54.81
Miscellaneous services	171.1	171.0	164.7	82.28	81.29	79.04
INDUSTRIAL COMPOSITE	117.9	117.1	118.6	107.50	107.17	100.98

*Latest figures subject to revision.
NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1968	Feb. 1968	Mar. 1967	Mar. 1968	Feb. 1968	Mar. 1967	Mar. 1968	Feb. 1968	Mar. 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.4	42.7	42.1	3.02	3.02	2.80	128.20	128.94	117.98
Metals	41.4	41.5	41.5	3.13	3.11	2.92	129.65	129.21	121.03
Mineral fuels	42.6	43.7	42.3	2.55	2.58	2.30	108.66	112.53	97.14
Non-metals, except fuels	42.8	43.4	42.8	2.86	2.85	2.61	122.37	123.61	111.70
Quarries and sand pits	45.9	44.5	44.9	2.38	2.36	2.24	109.27	105.12	100.42
Services incidental to mining	46.3	46.6	43.6	3.28	3.29	3.12	151.55	153.20	136.09
MANUFACTURING	40.1	40.4	40.1	2.51	2.49	2.37	100.62	100.53	95.02
Durable goods	40.2	40.9	40.6	2.70	2.67	2.54	108.53	109.21	103.10
Non-durable goods	40.0	39.9	39.6	2.32	2.31	2.19	92.84	92.26	86.64
Food and beverages	39.8	39.4	40.0	2.27	2.26	2.11	90.27	89.16	84.39
Foods	39.7	39.3	39.9	2.21	2.21	2.04	87.71	86.62	81.48
Beverages	40.7	40.3	40.9	2.69	2.67	2.58	109.21	107.70	105.32
Tobacco processing and products	38.4	38.6	37.9	2.51	2.43	2.39	96.28	93.64	90.40
Rubber products	41.5	41.4	40.8	2.56	2.52	2.38	106.09	104.35	94.87
Leather products	39.9	40.5	38.0	1.72	1.71	1.63	68.60	69.27	61.70
Textile products	40.5	41.1	40.8	1.99	1.96	1.85	80.44	80.52	75.48
Miscellaneous textiles	35.9	39.8	40.0	1.96	1.81	1.67	70.19	72.06	66.88
Knitting mills	40.9	41.2	39.6	1.53	1.53	1.45	62.75	62.87	57.50
Clothing	37.9	37.9	36.2	1.70	1.69	1.57	64.41	64.09	56.92
Wood products	40.7	40.6	40.1	2.40	2.39	2.22	97.76	97.23	89.10
Furniture and fixtures	41.7	41.7	41.4	1.99	1.98	1.87	83.06	82.45	77.47
Paper and allied industries	41.1	40.9	41.3	2.96	2.96	2.79	121.66	121.12	115.29
Pulp and Paper mills	41.3	41.1	41.5	3.22	3.22	3.06	132.80	132.40	126.85
Printing, publishing and allied industries	38.5	38.1	39.1	2.99	2.97	2.86	115.10	113.27	111.68
Primary metal industries	41.1	40.8	41.0	3.07	3.05	2.95	125.95	124.20	121.02
Iron and steel mills	40.4	40.2	41.2	3.18	3.17	3.10	128.43	127.11	127.90
Metal fabricating industries	41.2	41.2	40.9	2.67	2.63	2.49	109.93	108.50	102.06
Machinery, except electrical	41.0	41.3	41.6	2.81	2.81	2.66	115.48	115.87	110.72
Transportation equipment	37.0	41.0	39.4	2.94	2.87	2.73	108.96	117.55	107.44
Aircraft and parts	41.6	41.7	41.3	2.94	2.95	2.67	122.30	123.09	110.47
Motor vehicles	33.9	40.9	38.7	3.01	2.88	2.82	102.11	117.77	109.07
Assembling	30.0	40.5	37.8	3.36	3.22	3.01	100.98	130.71	113.48
Parts and accessories	37.8	41.2	39.6	2.77	2.67	2.72	104.62	110.04	107.41
Shipbuilding and repairing	40.8	39.9	38.9	2.92	2.87	2.61	119.06	114.62	101.56
Electrical products	40.4	40.3	40.3	2.45	2.44	2.30	99.22	98.19	92.72
Communications equipment	40.1	40.0	40.4	2.37	2.35	2.23	94.92	94.09	90.17
Non-metallic mineral products	42.2	41.7	42.4	2.60	2.60	2.46	109.71	108.26	104.22
Petroleum and coal products	42.0	42.9	41.8	3.50	3.49	3.28	146.88	149.68	137.01
Chemical and chemical products	40.7	40.9	40.9	2.69	2.69	2.58	109.65	110.07	105.72
Miscellaneous manufacturing industries	40.5	40.6	40.2	2.06	2.05	1.93	83.55	83.00	77.70
CONSTRUCTION	40.7	40.4	39.2	3.28	3.29	3.11	133.47	132.89	122.05
Building	39.4	38.7	37.5	3.35	3.35	3.11	132.17	129.80	116.61
General contractors	39.7	39.2	37.3	3.26	3.25	3.02	129.45	127.49	112.70
Special trade contractors	39.2	38.3	37.6	3.42	3.44	3.18	134.32	131.58	119.75
Engineering	43.6	44.5	43.2	3.13	3.16	3.12	136.64	140.37	134.95
Highways, bridges and streets	43.7	44.3	43.5	2.56	2.56	2.39	111.74	113.39	103.44
Other engineering	43.5	44.6	43.1	3.53	3.55	3.58	153.63	158.21	154.39
OTHER INDUSTRIES									
Urban transit	41.0	40.8	42.7	3.09	3.11	2.86	126.75	126.91	121.85
Highway and bridge maintenance	41.3	40.6	40.7	2.35	2.36	2.19	97.17	95.59	89.05
Laundries, cleaners and pressers	38.9	38.3	38.7	1.47	1.46	1.39	57.20	55.74	53.73
Hotels, restaurants and taverns	33.5	33.5	34.2	1.47	1.47	1.38	49.15	49.20	47.14

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January	40.0	2.49	99.52	133.7	113.1
February*	40.4	2.49	100.53	135.0	113.2
March†	40.1	2.51	100.62	135.2	113.3

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	March 1968	Feb. 1968	March 1967	March 1968	Feb. 1968	March 1967
				$	$	$
Newfoundland	42.4	40.4	40.6	2.12	2.25	2.15
Nova Scotia	40.5	39.3	40.4	2.03	2.03	2.01
New Brunswick	41.4	40.9	41.4	2.10	2.12	2.01
Quebec	41.2	41.2	40.8	2.28	2.25	2.12
Ontario	39.6	40.4	40.1	2.62	2.59	2.48
Manitoba	39.9	39.4	39.5	2.24	2.21	2.08
Saskatchewan	39.5	39.4	39.0	2.65	2.65	2.40
Alberta	39.9	39.8	39.4	2.57	2.55	2.39
British Columbia	38.2	38.0	38.0	3.18	3.15	2.95

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. According their publication is being suspended.

New statistical services are being developed to give mo significant information about persons using the services Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. Th source for Tables E-1 to E-4 is *The Statistical Report on th Operation of the Unemployment Insurance Act* (DBS Cat. N 73-001). For further information regarding the nature of th data see Technical Note, page 352, June issue.

Tables E-1 to E-4

These tables were not received in time for inclusion in this issue. They will reappear in October.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1949 = 100)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of June 1968

	All Items			Food	Housing	Clothing	Trans-portation	Health and Personal Care	Recrea-tion and Reading	Tobacco and Alcohol
	June 1968	May 1968	June 1967							
						(1949=100)				
St. John's, Nfld.*	135.5	135.0	129.2	129.7	124.4	135.3	132.9	194.2	160.2	139.2
Halifax	146.7	145.7	140.7	145.2	143.0	144.2	146.4	203.8	193.6	139.8
Saint John	150.0	149.3	144.4	149.4	141.4	147.6	161.5	217.9	179.8	139.7
Montreal	152.2	152.0	147.6	154.0	148.1	127.2	186.2	199.7	178.8	146.5
Ottawa	153.6	153.0	147.0	152.4	147.3	140.5	178.6	207.9	172.9	152.8
Toronto	156.2	155.5	150.7	148.4	157.5	143.9	160.6	194.8	215.5	149.4
Winnipeg	149.9	149.4	145.0	149.8	137.6	151.2	152.2	213.7	169.7	154.5
Saskatoon-Regina	145.1	144.5	139.4	147.6	137.7	150.5	147.6	170.0	169.2	140.5
Edmonton-Calgary	145.6	144.5	139.5	141.7	140.4	146.5	149.0	206.4	167.5	132.1
Vancouver	148.3	148.0	143.5	145.1	149.0	140.2	157.9	181.0	166.5	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported i strike or locked out, whether or not they all belonged to t union directly involved in the disputes leading to the wo stoppages. Workers indirectly affected, such as those laid as a result of a work stoppage, are not included. For furth notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-1968

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per cent of Estimated Working Tim
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42

*Preliminary

TABLE G-2—Strikes and Lockouts, June 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	500	1,500
Mines	8	2,023	16,640
Manufacturing	85	29,467	415,270
Construction	26	3,693	32,740
Transportation and utilities	9	2,740	31,730
Trade	12	3,361	17,440
Finance	—	—	—
Service	8	473	8,520
Public administration	3	3,958	20,470
ALL INDUSTRIES	152	46,215	544,310

TABLE G-3—Strikes and Lockouts, June 1968 by Jurisdictio (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	1,165	11,080
Prince Edward Island	1	9	90
Nova Scotia	4	516	2,480
New Brunswick	3	308	3,080
Quebec	30	7,940	68,150
Ontario	82	31,539	414,570
Manitoba	3	135	2,400
Saskatchewan	6	681	4,180
Alberta	3	282	3,160
British Columbia	11	1,474	9,450
Federal	6	2,166	25,670
ALL JURISDICTIONS	152	46,215	544,310

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
FORESTRY						
Weldwood of Canada Ltd. Vancouver, B.C.	Woodworkers (AFL-CIO/CLC)	500	1,500	1,500	June 26 —	Dissatisfaction with delay in negotiations—
MINES						
Craigmont Mines Ltd., Merritt, B.C.	Steelworkers Loc. 6523 (AFL-CIO/CLC)	360	2,520	2,520	June 7 June 16	Wages, hours— Wage increase of 56¢ an hour.
Campbell Chibougamau Mines Ltd., Chibougamau, Que.	Steelworkers Local 5186 (AFL-CIO/CLC)	650	8,450	8,450	June 12 —	Wages, overtime, safety measures
Wabush Mines Ltd., Wabush, Nfld.	Steelworkers Loc. 6285 (AFL-CIO/CLC)	650	2,280	2,280	June 13 June 18	Objection to private contractor carrying out work normally done by mill employees—Court injunction forced workers to return to work.
Domtar Chemicals Sifto Salt Division, Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	140	840	840	June 21 —	Shift and overtime differentials—
Quebec Iron and Titanium, Havre-St-Pierre, Que.	Steelworkers Loc. 4466 (AFL-CIO/CLC)	266	1,060	1,060	June 25 July 9	Suspension of 12 workers— Suspended workers rehired
MANUFACTURING						
Food and Beverages						
*Robin Hood Flour Mills Ltd., Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,320	7,300	April 27 —	Wages, fringe benefits—
Hiram Walker & Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	616	12,630	24,950	May 2 —	Pensions, job security, other benefits—
*Robin Hood Flour Mills, Ltd., Montreal, Que.	Commerce & Office Employees (CNTU)	130	2,080	2,770	May 24 June 25	Wages—70¢ an hour increase over 2 years, other benefits.
Three meat packers, St. Boniface, Man.	Packinghouse Workers Locs. 228-228A (AFL-CIO/CLC)	110	2,200	2,200	June 3 —	Wages—
Marven's Limited, Moncton, N.B.	Packinghouse Workers Loc. 302 (AFL-CIO/CLC)	138	1,380	1,380	June 17 —	Wages—
Several Breweries Province wide, Ont.	Brewery Workers various locals (AFL-CIO/CLC)	2,700	16,200	16,200	June 21 —	Wages and pension plan—
Leather						
Brown Shoe Co. of Canada Ltd., Perth, Ont.	United Textile Workers, Loc. 365 (AFL-CIO/CLC)	176	990	990	June 6 June 14	Change in production schedule— Return of most workers, further negotiations for others.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Wood						
International Plywood Ltd., Gatineau, Que,	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	205	4,100	22,360	Jan. 25 —	Wages—
J. H. Normick Ltée, La Sarre, Que.	Carpenters Loc. 2666 (AFL-CIO/CLC)	153	450	1,530	May 22 June 5	Wages, other benefits—70¢ hour increase over a 3-year co tract, other improved benefits.
Livingston Industries Ltd., Tillsonburg, Ont.	Woodworkers Loc. 2-167 (AFL-CIO/CLC)	506	7,590	8,100	May 31 June 24	Wages, working condition $2.36, $2.26, and $2.16 an ho for males; $2.01, $1.91 an ho for females.
J. E. Boyle Ltd., Davidson, Que.	Woodworkers Loc. 2-2287 (AFL-CIO/CLC)	133	130	130	June 28 —	Wages—
Paper						
Dennison Mfg. Co. of Canada Ltd., Drummondville, Que.	Syndicate of Employees of Dennison Mfg. Co. of Canada Ltd. (Ind)	250	5,000	11,000	April 29 —	Wages, retroactive pay, night sh premiums, vacations, duration contract—
The E. B. Eddy Co. Hull, Que.	Various unions	1,100	7,070	16,500	May 19 June 10	Wages—15¢ an hour increase e May 1, 1968, 10¢ June 1, 1969; Dec. 1, 1969 plus 3¢ an hour i crease eff. May 1/68 3¢ May 1, 19 for Class A and Lead Hand trade men, other improved benefits.
Kimberley-Clark of Canada Ltd., Rexdale, Ont.	Chemical Workers Loc. 813 (AFL-CIO/CLC)	398	400	400	June 12 June 13	Dissatisfaction with slow negoti tion—Return of workers
Northwestern Pulp and Paper Co. Ltd., Hinton, Alberta	Woodworkers (AFL-CIO/CLC)	250	2,500	2,500	June 17 —	Wages—
Abitibi Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers Loc. 290 (AFL-CIO/CLC)	800	4,800	4,800	June 21 —	Dissatisfaction over progress of negotiations—
Kimberley Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers Loc. 289 (AFL-CIO/CLC)	211	1,060	1,060	June 23 —	Breakdown in negotiations—
Printing & Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	6,980	409,010	July 9 1964	Working conditions as affected b computers, job security, unio membership of foremen—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Thirteen Printing Firms, Regina, Sask.	Regina Allied Printing Trades Unions	160	320	1,280	May 24 June 5	Wages—15¢ an hour increase eff. May 1/68; 12¢ after 9½ months; 12¢ after 15½ months; 29¢ an hour increase over 21½ months and .09¢ eff. May 1/68 for bindery journeymen, other benefits.
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,200	6,820	April 2 —	Wages—
Dosco Steel Ltd., Rexdale, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	181	3,620	7,060	May 4 —	Wages, other benefits—
The Algoma Steel Corp., Sault Ste. Marie, Ont.	Steelworkers Loc. 2251 (AFL-CIO/CLC)	120	970	1,830	May 22 June 12	Alleged grievances— Dismissed employees rehired.
Canadian Electrolytic Zinc Co., Valleyfield, Que.	Steelworkers Loc. 6484 (AFL-CIO/CLC)	320	460	11,660	April 13 June 3	Wages, hours, working conditions —52¢ an hour increase over 2-year contract; other improved benefits
Lake Ontario Steel Co. Ltd., Whitby, Ont.	Steelworkers Loc. 6571 (AFL-CIO/CLC)	450	450	450	June 1 June 2	Disciplinary suspension of seven workers—Suspended workers re-instated, with return of workers.
Crucible Steel of Canada, St. Joseph de Sorel, Que.	Metal Trades Federation (CNTU)	221	440	440	June 4 June 5	Wages, interpretation of hours of work clause in agreement—54¢ an hour increase over a 3-year period; improved fringe benefits.
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers Loc. 4077 (AFL-CIO/CLC)	218	3,270	3,270	June 10 —	Change of effective date of contract—
Metal Fabricating						
Volcano Limited, St. Hyacinthe, Que.	Metal Trades Federation (CNTU)	137	2,740	3,150	May 28 —	Wages—
American Standard Products Ltd., Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	212	4,240	4,460	May 30 —	Wages—
Canadian Bridge Co. Ltd., Division Dominion Steel & Coal Corp. Ltd., Windsor, Ont.	Steelworkers Loc. 2471 (AFL-CIO/CLC)	545	10,900	10,900	June 3 —	Health and welfare plan, cost of living bonus, holidays—
The Pedlar People Ltd. Oshawa, Ont.	Steelworkers Loc. 6958 (AFL-CIO/CLC)	235	4,230	4,230	June 18 —	Slow progress of negotiations—
Robertson Irwin Ltd., Hamilton, Ont.	Steelworkers Loc. 4166 (AFL-CIO/CLC)	164	240	240	June 26 June 27	Dissatisfaction with progress of negotiations—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Machinery						
Massey-Ferguson Industries Ltd., Brantford & Toronto, Ont.	Auto Workers Various locals (AFL-CIO/CLC)	6,000	120,000	297,000	April 19 —	Wages, fringe benefits—
Dover Corp. (Canada) Ltd., Div. Turnbull Eleva. Toronto, Ont.	Machinists Loc. 1257 (AFL-CIO/CLC)	160	3,200	6,480	May 2 —	Wages—
Delamere & Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,200	4,290	May 6 —	Wages—
International Harvester Co. of Canada Ltd., Hamilton, Ont.	Steelworkers Loc. 2868 (AFL-CIO/CLC)	1,864	16,780	16,780	June 18 —	Wages, benefits, seniority, standards—
Transportation Equipment						
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	5,500	20,080	March 18 —	Wages—
Essex Wire Corp., St. Thomas, Ont.	Machinists Loc. 2245 (AFL-CIO/CLC)	452	9,040	28,470	April 1 —	Wages—
National Auto Radiator Mfg. Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	207	2,480	4,140	May 22 June 19	Wages, fringe benefits, work conditions—$2.17 an hr. ret active to April 1, 1968; additio 24¢ in April, 1969, and April 1970 for unskilled, other i provements.
The Budd Automotive Co. of Canada, Ltd. Kitchener, Ont.	Auto Workers Loc. 1451 (AFL-CIO/CLC)	746	14,920	14,920	June 2 —	Wages, hours, overtime—
Hayes Dana Ltd., Thorold, Ontario	Auto Workers Loc. 676 (AFL-CIO/CLC)	1,194	11,900	11,900	June 17 —	Rejection by members of propos terms of contract—
Bendix-Eclipse of Canada Ltd., Windsor, Ontario.	Auto Workers Loc. 195 (AFL-CIO/CLC)	317	2,850	2,850	June 18 —	Wage parity with company's U workers—
Electrical Products						
Federal Wire & Cable Co. Div. H. J. Porter Co., Guelph, Ont.	Steelworkers Loc. 3021 (AFL-CIO/CLC)	302	4,830	4,830	June 7 —	Delayed negotiations in a n contract—
Non-Metallic Mineral Products						
Canada Iron Foundries, Rexdale, Ont.	Moulders, Loc. 64 (AFL-CIO/CLC)	105	2,100	9,960	Feb. 15 —	Wages—
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	295	7,900	17,780	April 26 —	Wages, vacations, holidays, hea and welfare plan—
Miscellaneous Mfg.						
North American Plastics Limited, Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	6,000	8,760	May 17 —	Wages, union security, grievan procedure—

ABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *June*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Torrington Co. Ltd., Bedford, Que.	Auto Workers Loc. 956 (AFL-CIO/CLC)	444	6,660	6,660	June 8 —	Wages, hours, fringe benefits—
ONSTRUCTION						
Saskatoon Electrical Contractors Assoc., Saskatoon and area.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	180	1,980	8,820	April 8 June 18	Wages, overtime, closed shop, double time pay—40¢ an hour increase immediately, $1.05 an hour increase over 2 years.
London Sheet Metal Contractors Assoc., London & Kitchener, Ont.	Sheet Metal Workers Loc. 473 (AFL-CIO/CLC)	231	4,620	8,060	May 6 July 8	Delayed negotiations in a new contract—60¢ an hour increase immediately, 50¢ an hour on May 1, 1968, 50¢ an hour May 7, 1970.
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	Various unions	100	2,000	2,300	May 29 —	Delayed negotiations in a new contract—
Brantford Building Contractors Brantford and area, Ont.	Labourers Loc. 595 (AFL-CIO/CLC)	500	4,500	4,500	June 3 June 14	Wages—25¢ an hour increase on signing of contract, 15¢ an hour Nov. 1, 1968; 30¢ May 1, 1969; 10¢ Nov. 1, 1969 plus 6% vacation pay.
Several Electrical Contractors, London and area, Ont.	I.B.E.W. Loc. 120 (AFL-CIO/CLC)	240	4,560	4,560	June 4 July 2	Wages—Immediate increase of 50¢ an hour, 50¢ on May 1, 1969; 55¢ on May 1, 1970 other benefits.
Horton Steel Ltd., Port Hawkesbury, N.S.	Boilermakers (AFL-CIO/CLC)	396	1,980	1,980	June 13 June 20	To protest discharge of worker— Return of worker, due to court injunction.
Niagara Construction Association, Niagara Peninsula, Ont.	Bricklayers Loc. 4, 27, 32 (AFL-CIO/CLC)	200	2,000	2,000	June 17 —	Wages—
Lakehead Builders Exchange Port Arthur, Fort William, Ont.	Bricklayers Loc. 25 (AFL-CIO/CLC)	100	100	100	June 28 —	Wages—
Mechanical Contractors Assoc. of Canada, St. John Chapter, Saint John, N.B.	Plumbers Loc. 213 (AFL-CIO/CLC)	100	1,000	1,000	June 17 —	Wages—
Fraser Brace Engineering Co. Ltd., Falconbridge, Ont.	Labourers Loc. 493 (AFL-CIO/CLC)	101	460	460	June 18 June 25	Jurisdictional dispute — Workers returned to work.
Four construction contractors, Viscount, Sask.	Several Unions	225	450	450	June 20 June 24	Camp conditions — Return of workers.
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters, Loc. 38 (AFL-CIO/CLC)	750	4,500	4,500	June 21 —	Carpenters locked out because of inability to conduct further work without striking bricklayers—
Kingston Builders Exchange, Kingston, and area.	I.B.E.W. Loc. 115 (AFL-CIO/CLC)	180	900	900	June 24 —	Wages, travel time allowance—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, June 1968 (Preliminary) (Concluded)

Industry, Employer — Location	*Union*	*Workers Involved*	*Duration in Man-Days*		*Starting Date — Termination Date*	*Major Issues — Results*
			June	*Accumulated*		
TRANSPORTATION AND UTILITIES						
United Gas Ltd., Hamilton, Ont.	Oil Workers Loc. 633 (AFL-CIO/CLC)	220	440	440	June 25 June 27	Protesting suspension of union —Not reported.
Northern Telephone Ltd., and Telephone du Nord de Quebec, Various locations in Northern Ontario and Que.	Communications Workers Locs. C-6 and C-11 (AFL-CIO/CLC)	500	10,000	10,000	June 3 —	Wages, union security, retroacti pay, contract terms—
Provincial Gas Co., Various locations Niagara Peninsula	I.U.E. Loc. 517 (AFL-CIO/CLC)	107	1,930	1,930	June 5 —	Wages, retroactive pay, oth conditions—
Avalon Telephone Co. Ltd., Province wide, Nfld.	I.B.E.W. Loc. 1615, (AFL-CIO/CLC)	500	8,500	8,500	June 6 —	Wages—
St. Lawrence Seaway Authority, Various St. Lawrence ports	Railway Transport and General Workers (CLC)	1,200	8,570	8,570	June 21 —	Wages—
Canadian Broadcasting Corporation Montreal, Que.	Canadian Wire Service Guild	100	200	200	June 25 June 27	Protesting suspension of oc worker—Return of workers pen ing inquiry.
TRADE						
Montreal Armature Works Ltd., Montreal, Que.	I.U.E., Loc. 530 (AFL-CIO/CLC)	100	1,400	1,680	May 29 June 21	Wages—45¢ hourly increase ov 3-years.
Four glass firms, Ottawa, Ont.	Painters Loc. 200 (AFL-CIO/CLC)	112	340	1,910	May 13 June 6	Wages — 25¢ an hour increa retroactive to Jan. 1/68; 15¢ Au 1/68; 15¢ Jan. 1/69 for outsi workers; 20¢ an hour retroacti to Jan. 1/68; 10¢ Aug. 1/68; Jan./69 for inside workers, oth benefits.
Quebec Liquor Board, Province wide, Que.	Public Service Employees' Federation (CNTU)	2,980	14,330	14,330	June 25 —	Wages—
SERVICE						
Commandant Properties Limited (Seigniory Club), Montebello, Que.	Railway Transport and General Workers Loc. 281 (CLC)	230	5,910	12,260	April 23 June 27	Wages, fringe benefits—.07¢ a hour increase.
PUBLIC ADMINISTRATION						
Local Administration						
Metropolitan Toronto, Toronto, Ont.	Public Employees Loc. 43 (CLC)	3,700	18,500	18,500	June 21 June 28	Wages—10% wage increase in 1 year. 5% wage increase in 2nd yea
City of New Westminster New Westminster, B.C.	New Westminster Civic Employees	228	1,370	1,370	June 21	Wages—

*Federal Jurisdiction